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ABSTRACT

This volume provides comparative data for faculty salaries in public and private colleges and universities, based on two surveys of 738 and 485 institutions conducted in 1988-89 and 1992-93 respectively. Data are provided for the following disciplines: History; Home Economics; Library Science; Mathematics; Multi/Interdisciplinary Studies; Nursing (R.N. Training); Philosophy and Religion; Physical Sciences; Physics; Political Science and Government; Protective Services; Psychology; Reading Teacher Education; Social Sciences; Sociology; Special Education; Speech Pathology and Audiology; Teacher Education; and Visual and Performing Arts. A summary of the overall average salary increase between the baseline year of 1988-89 and the trend year, 1992-93, for both public and private institutions is presented for each discipline. Data from institutions participating in both years are compared with each other and with the consumer price index. Average salaries by rank, the faculty mix percentage, and comparisons with other disciplines and between the public and private institutions are also included. The participating institutions are listed. (GLR)

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ED 362 132

SALARY-TREND STUDIES OF FACULTY
FOR THE YEARS 1989-90 AND 1992-93
IN THE FOLLOWING
ACADEMIC DISCIPLINES/MAJOR FIELDS:

History; Home Economics; Library Science; Mathematics; Multi/Interdisciplinary Studies; Nursing (R.N. Training); Philosophy and Religion; Physical Sciences; Physics; Political Science and Government; Protective Services; Psychology; Reading Teacher Education; Social Sciences; Sociology; Special Education; Speech Pathology and Audiology; Teacher Education; and Visual and Performing Arts

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by

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Foreword

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, DC, in cooperation with Appalachian State University in Boone, NC, have conducted annual national faculty salary surveys by discipline and rank each year through 1992-93. Two separate surveys are conducted each year, one for public senior colleges and universities and the other for private senior colleges and universities.

Salary data from the 1989-90 and 1992-93 surveys were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines/major fields, 19 of which are included herein in alphabetical order. The academic disciplines/major fields were chosen from among those defined by A Classification of Instructional Programs, 1990.

Each of the 19 academic disciplines/major fields herein presents a summary of the overall average salary increase in that academic discipline/major field from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private participating institutions. Of the 278 public institutions which participated in CUPA's public survey of 1989-90, 188 also participated in the 1992-93 survey. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's private survey of 1989-90, 297 also participated in the 1992-93 survey. Data from those same 297 institutions were used in both the baseline year and the trend year.

In addition to listing the average salaries in the 19 individual academic disciplines/major fields for both public and private participating institutions by rank, including "new assistant professor," and listing the faculty mix percentage (FAC MIX PCT) and the salary factor, comparisons are made in each of the 19 individual academic disciplines/major fields between the two public surveys and the two private surveys for each of the two study years (1989-90 and 1992-93) and with the CPI (Consumer Price Index) of changes in cost-of-living.

The list of all 39 selected academic disciplines/major fields surveyed is found in Appendix A of each academic discipline/major field article included herein, and the lists of all participating senior colleges and universities are found in Appendixes B (public) and C (private) of each academic discipline/major field article included herein.

HE 026 740

SALARY-TREND STUDY OF FACULTY IN HISTORY
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe
and
George F. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including history. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of history in the CIP is as follows:

> An instructional program that generally describes the study and interpretation of the past including the gathering, recording, synthesizing and critizing of evidence and theories about past events. Includes instruction in historiography; historical research methods, studies of specific periods, issues and cultures; and applications to areas such as historic preservation, public policy, and records administration.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 146--45.0801).]

This article presents a summary of the overall average salary increases in the discipline/major field of history from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of history for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .24 for associate professor of history in the 1989-90 public study means that 24 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of history in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of history with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY

PUBLIC, 1989-90:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	46701	976	163	36511	431	137	28818	343	123	27310	101	62	22760	42	30	40266	1792	166
FAC MIX PCT:	0.54			0.24			0.19			0.06			0.02			1.00		
SALARY FACTOR:	0.98			0.95			0.90			0.88			0.94			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY

PUBLIC, 1992-93:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	50861	923	166	39894	404	142	31280	408	126	30505	104	68	25865	46	32	43241	1781	168
FAC MIX PCT:	0.52			0.23			0.23			0.06			0.03			1.00		
SALARY FACTOR:	0.97			0.94			0.88			0.89			0.97			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY

PRIVATE, 1989-90:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	45771	541	212	36095	367	166	28329	286	154	28602	69	51	24500	24	22	38341	1218	260
FAC MIX PCT:	0.44			0.30			0.23			0.06			0.02			1.00		
SALARY FACTOR:	0.97			0.97			0.92			0.96			0.99			1.02		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

DISCIPLINE: SOCIAL SCIENCES
MAJOR FIELD: HISTORY

PRIVATE, 1992-93:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	52313	551	215	41059	351	161	32386	311	164	30865	46	42	28694	38	26	43484	1251	263
FAC MIX PCT:	0.44			0.28			0.25			0.04			0.03			1.00		
SALARY FACTOR:	0.97			0.97			0.92			0.93			1.03			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of history was reported in 166 of the 188 public institutions. The average salary of the 1,792 faculty was $40,266. This average salary was approximately 3.8 percent higher than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of history was reported in 168 of the same 188 public institutions. The average salary of the 1,781 faculty was $43,241. This average salary was approximately 1.2 percent higher than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of history after three years in the public institutions studied was 7.4 percent ($43,241 minus $40,266 equals $2,975). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 5.5 percent or 1.8 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of history (7.4), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.8 percent (10.2% minus 7.4% equals 2.8%) more than faculty in the discipline/major field of history.

The reader may note that the faculty mix percentage in history is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 54 percent vs. 19 percent, and in the 1992-93 study it is 52 percent vs. 23 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (198990) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in history in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5.6 percent (101/1792) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 5.8 percent (104/1781) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of history was reported in 260 of the 297 private institutions. The average salary of the 1,218 faculty was $38,341. This average salary was 1.8 percent higher than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of history was reported in 263 of the same 297 private institutions. The average salary of the 1,251 faculty was $43,484. This average salary was .7 percent higher than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in history after three years in the private institutions studied was 13.4 percent ($43,484 minus $38,341 equals $5,143). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore,in the average faculty salaries over the three-year time period, is .5 percent or .17 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.6 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of history (13.4), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by

1.2 percent (14.6% minus 13.4 equals 1.2) more than faculty in history.

In the discipline/major field of history, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 44 percent vs. 23 percent (1989-90), respectively; and 44 percent vs. 25 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in history was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.7 percent (69/1,218) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 3.7 percent (46/1,251) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of history and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,042 (4.4%) faculty in the discipline/major field of history participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of history in 1989-90 in the public and private studies were 4 percent and 2 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in history in 1992-93 in the public and private studies were 1 percent above and 1 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in history in the public institutions received an average annual salary increase of 1.8 percent below the cost-of-living.

Third, in the discipline/major field of history the professor rank FAC MIX PCTs are significantly higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and the same is true both in the 1989-90 and 1992-93 private studies. These data show that the discipline/major field of history in both the public and private studies is an established discipline in academia.

Finally, the hiring rate of new assistant professors in history in both the 1989-90 and 1992-93 public studies was higher than in ALL MAJOR FIELDS. In the private studies the hiring rate was higher than in ALL MAJOR FIELDS in 1989-90 but lower in 1992-93 study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of history is being developed, it is anticipated that articles on this subject will become more valuable for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author George F. Howe is director of support services at Troy State University, Montgomery, Alabama.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ANTHROPOLOGY
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY
COMMUNICATIONS
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS
ECONOMICS
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGES AND LITERATURES/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
SPEECH PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College &
  Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (MH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN HOME ECONOMICS

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe and Sammie Garner

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including home economics. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of home economics in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the relationship of the physical, social, emotional, and intellectual environments to the development of individuals, homes and families, and the effects of these factors on society and the workplace.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 103--19.).]

This article presents a summary of the overall average salary increases in the discipline/major field of home economics from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of home economics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professor of home economics in the 1989-90 public study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of home economics in the 1989-90 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of home economics with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1989-90:							DISCIPLINE: HOME ECONOMICS MAJOR FIELD: HOME ECONOMICS											
AVERAGE SALARY:	45926	113	43	36991	157	55	30796	212	57	30255	27	21	23730	95	43	34281	577	68
FAC MIX PCT:	0.20			0.27			0.37			0.05			0.16			1.00		
SALARY FACTOR:	0.96			0.96			0.96			0.98			0.98			0.88		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
PUBLIC, 1992-93:							DISCIPLINE: HOME ECONOMICS MAJOR FIELD: HOME ECONOMICS											
AVERAGE SALARY:	51560	95	43	40744	158	46	34477	202	51	33490	18	16	26619	71	37	38384	526	59
FAC MIX PCT:	0.18			0.30			0.38			0.03			0.13			1.00		
SALARY FACTOR:	0.98			0.96			0.97			0.98			1.00			0.90		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		
PRIVATE, 1989-90:							DISCIPLINE: HOME ECONOMICS MAJOR FIELD: HOME ECONOMICS											
AVERAGE SALARY:	37292	16	12	32074	37	25	28058	60	28	30000	6	4	22636	14	12	29793	127	38
FAC MIX PCT:	0.13			0.29			0.47			0.05			0.11			1.00		
SALARY FACTOR:	0.79			0.87			0.91			1.00			0.92			0.79		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
PRIVATE, 1992-93:							DISCIPLINE: HOME ECONOMICS MAJOR FIELD: HOME ECONOMICS											
AVERAGE SALARY:	39944	12	10	36493	33	22	32511	57	26	34419	7	4	25965	5	4	34267	107	32
FAC MIX PCT:	0.11			0.31			0.53			0.07			0.05			1.00		
SALARY FACTOR:	0.74			0.86			0.92			1.03			0.93			0.79		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 68 of the 188 public institutions. The average salary of the 577 faculty was $34,281. This average salary was approximately 13.2 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of home economics was reported in 59 of the same 188 public institutions. The average salary of the 526 faculty was $38,384. This average salary was approximately 11.4 percent lower than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of home economics after three years in the public institutions studied was 12 percent ($38,384 minus $34,281 equals $4,103). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in home economics average faculty salaries over the three-year period by .9 percent or an average of .3 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of home economics (12%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.8 percent (12% minus 10.2% equals 1.8%) less than faculty in the discipline/major field of home economics.

The reader may note that the faculty mix percentage in home economics is lower at the professor rank than at the assistant professor rank in the 1989-90 study: 20 percent vs. 37 percent, and in the 1992-93 study it is 18 percent vs. 38 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in home economics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.7 percent (27/577) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 3.4 percent (18/526) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of home economics was reported in 38 of the 297 private institutions. The average salary of the 127 faculty was $29,793. This average salary was 26.4 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of home economics was reported in 32 of the same 297 private institutions. The average salary of the 107 faculty was $34,267. This average salary was 26 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in home economics after three years in the private institutions studied was 15 percent ($34,267 minus $29,793 equals $4,474). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.1 percent or .7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus

$37,657 equals $5,518). In comparison to the discipline/major field of home economics (15%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .3 percent (15% minus 14.7% equals .3%) less than faculty in home economics.

In the discipline/major field of home economics, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 13 percent vs. 47 percent (1989-90), respectively; and 11 percent vs. 53 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in home economics was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 4.7 percent (6/127) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 6.5 percent (7/107) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of home economics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,337 (1%) faculty in the discipline/major field of home economics participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of home economics in 1989-90 in the public and private studies were some 12 percent and 21 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of home economics in 1992-93 in the public and private studies were 10 percent and 21 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in home economics in the public institutions received an average annual salary increase of .3 percent below the cost-of-living. In the private institutions the annual average salary increase was .7 percent above the cost-of-living.

Third, in the discipline/major field of home economics the professor rank FAC MIX PCTs are significantly lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies.

Finally, the hiring rate of new assistant professors in home economics in the 1989-90 and 1992-93 public studies was lower than in ALL MAJOR FIELDS. In the private studies the hiring rate was lower in the 1989-90 study but higher in the 1992-93 study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of home economics is being developed, it is anticipated that future articles on this subject will become more valuable for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Sammie Garner is chairperson and an associate professor of home economics Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN LIBRARY SCIENCE

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe and Linda Veltze

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including library science. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of library science in the CIP is as follows:

> A summary of groups of instructional programs that describe the knowledge and skills required to manage and/or maintain libraries and related information and record systems, collections and facilities for research and general use.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 113--25.).]

This article presents a summary of the overall average salary increases in the discipline/major field of library science from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of library science faculty in both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professor of library science in the 1989-90 public study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of library science in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of library science with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES
MAJOR FIELD: LIBRARY SCIENCE

PUBLIC, 1989-90:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	45126	60	26	36687	89	36	28998	142	34	24360	12	9	24094	30	12	33686	321	45
FAC MIX PCT:	0.19			0.28			0.44			0.04			0.09			1.00		
SALARY FACTOR:	0.95			0.95			0.91			0.79			0.99			0.87		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		

DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES
MAJOR FIELD: LIBRARY SCIENCE

PUBLIC, 1992-93:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	50892	43	20	41426	86	29	32797	104	26	27905	7	6	25710	30	12	37768	263	33
FAC MIX PCT:	0.16			0.33			0.40			0.03			0.11			1.00		
SALARY FACTOR:	0.97			0.97			0.92			0.82			0.97			0.88		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		

DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES
MAJOR FIELD: LIBRARY SCIENCE

PRIVATE, 1989-90:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	41320	12	11	31904	54	23	28015	48	22	25047	7	7	29179	20	12	30947	134	34
FAC MIX PCT:	0.09			0.40			0.36			0.05			0.15			1.00		
SALARY FACTOR:	0.87			0.86			0.91			0.84			1.18			0.82		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

DISCIPLINE: LIBRARY & ARCHIVAL SCIENCES
MAJOR FIELD: LIBRARY SCIENCE

PRIVATE, 1992-93:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	62585	9	6	40480	41	17	30948	55	23	26627	7	5	23878	11	8	36101	116	24
FAC MIX PCT:	0.08			0.35			0.47			0.06			0.09			1.00		
SALARY FACTOR:	1.16			0.95			0.88			0.80			0.86			0.84		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of library science was reported in 45 of the 188 public institutions. The average salary of the 321 faculty was $33,686. This average salary was approximately 15.1 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of library science was reported in 33 of the same 188 public institutions. The average salary of the 263 faculty was $37,768. This average salary was approximately 13.2 percent lower than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of library science after three years in the public institutions studied was 12.1 percent ($37,768 minus $33,686 equals $4,082). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in library science average faculty salaries over the three-year period by .8 percent or an average of .27 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of library science (12.1%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.9 percent (12.1% minus 10.2% equals 1.9%) less than faculty in the discipline/major field of library science.

The reader may note that the faculty mix percentage in library science is significantly lower at the professor rank than at the assistant professor rank in the 1989-90 study: 19 percent vs. 44 percent, and in the 1992-93 study it is

16 percent va. 40 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in library science in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 3.7 percent (12/321) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 2.7 percent (7/263) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of library science was reported in 34 of the 297 private institutions. The average salary of the 134 faculty was $30,947. This average salary was 21.7 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of library science was reported in 24 of the same 297 private institutions. The average salary of the 116 faculty was $36,101. This average salary was 19.6 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in library science after three years in the private institutions studied was 16.7 percent ($36,101 minus $30,947 equals $5,154). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.8 percent or 1.3 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of library science (16.7%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2 percent (16.7% minus 14.7% equals 2%) less than faculty in library science.

In the discipline/major field of library science, the reader may note that the faculty mix percentage is significantly lower at the professor rank in comparison to the assistant professor rank in both studies: 9 percent vs. 36 percent (1989-90), respectively; and 8 percent vs. 47 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in library science was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.2 percent (7/134) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 6 percent (7/116) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of library science and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 834 (.6%) faculty in the discipline/major field of library science participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of library science in 1989-90 in the public and private studies were some 13 percent and 18 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in library science in 1992-93 in the public and private studies were 12 percent and 16 percent below the average salary factors for all ranks in ALLL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in library science in the public institutions received an average annual salary increase of .27 below the cost-of-living. In the private institutions the annual average salary increase was 1.3 percent above the cost-of-living.

Third, in the discipline/major field of library science the professor rank FAC MIX PCTs are significantly lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies.

Finally, the hiring rate of new assistant professors in library science in the 1989-90 and 1992-93 public studies was lower than in ALL MAJOR FIELDS. In the 1989-90 private study it was also lower but in the 1992-93 private study, it was higher.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of library science is being developed, it is anticipated that this research will become more valuable for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College &
  Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)

Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN MATHEMATICS
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe
and
Lee Tarrant

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including mathematics. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of mathematics in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the systematic study of logical symbolic language and its applications.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 119--27.).]

This article presents a summary of the overall average salary increases in the discipline/major field of mathematics from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of mathematics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of mathematics in the 1989-90 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of 1.00 for associate professors in the discipline/major field of mathematics in the 1989-90 public study means that their average salary is the same, as the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of mathematics with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: MATHEMATICS MAJOR FIELD: MATHEMATICS																		
PUBLIC, 1989-90:																		
AVERAGE SALARY:	47872	958	171	38820	874	164	31860	835	169	30920	151	84	22849	345	110	37940	3012	183
FAC MIX PCT:	0.32			0.29			0.28			0.05			0.11			1.00		
SALARY FACTOR:	1.00			1.00			1.00			1.00			0.94			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
DISCIPLINE: MATHEMATICS MAJOR FIELD: MATHEMATICS																		
PUBLIC, 1992-93:																		
AVERAGE SALARY:	52729	1018	169	42246	854	169	34918	858	169	33237	122	76	25506	324	91	41905	3054	181
FAC MIX PCT:	0.33			0.28			0.28			0.04			0.11			1.00		
SALARY FACTOR:	1.01			0.99			0.98			0.97			0.96			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		
DISCIPLINE: MATHEMATICS MAJOR FIELD: MATHEMATICS																		
PRIVATE, 1989-90:																		
AVERAGE SALARY:	47607	496	189	36961	530	206	30312	521	209	30947	79	56	23482	144	97	36887	1691	281
FAC MIX PCT:	0.29			0.31			0.31			0.05			0.09			1.00		
SALARY FACTOR:	1.00			1.00			0.98			1.04			0.95			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
DISCIPLINE: MATHEMATICS MAJOR FIELD: MATHEMATICS																		
PRIVATE, 1992-93:																		
AVERAGE SALARY:	53732	533	189	41854	557	214	34599	525	230	32419	76	67	26554	124	77	42213	1739	287
FAC MIX PCT:	0.31			0.32			0.30			0.04			0.07			1.00		
SALARY FACTOR:	0.99			0.98			0.98			0.97			0.95			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of mathematics was reported in 183 of the 188 public institutions. The average salary of the 3,012 faculty was $37,940. This average salary was approximately 2.2 percent below than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of mathematics was reported in 181 of the same 188 public institutions. The average salary of the 3,054 faculty was $41,905. This average salary was approximately 2 percent lower than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of mathematics after three years in the public institutions studied was 10.5 percent ($41,905 minus $37,940 equals $3,965). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in mathematics average faculty salaries over the three-year period by 2.4 percent or an average of .8 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of mathematics (10.5%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .3 percent (10.5% minus 10.2% equals .3%) less than faculty in the discipline/major field of mathematics.

The reader may note that the faculty mix percentage in mathematics is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 32 percent vs. 28 percent, and in the 1992-93 study it is also higher: 33 percent vs. 28 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in mathematics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5 percent (151/3,012) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 4 percent (122/3,054) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of mathematics was reported in 281 of the 297 private institutions. The average salary of the 1,691 faculty was $36,887. This average salary was 2.1 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of mathematics was reported in 287 of the same 297 private institutions. The average salary of the 1,739 faculty was $42,213. This average salary was 2.3 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in mathematics after three years in the private institutions studied was 14.4 percent ($42,213 minus $36,887 equals $5,326). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.5 percent or .5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of mathematics (14.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .3 percent (14.7% minus 14.4% equals .3%) more than faculty in mathematics.

In the discipline/major field of mathematics, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in the 1989-90 study: 29 percent vs. 31 percent, respectively; and higher in the 1992-93 study: 31 percent vs. 30 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in mathematics was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 4.7 percent (79/1,691) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 4.4 percent (76/1,739) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of mathematics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 9,496 (7%) faculty in the discipline/major field of mathematics participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of mathematics in 1989-90 in the public and private studies were 2 percent below and 2 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of mathematics in 1992-93 in the public and private studies were 2 below percent and 2 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in mathematics in the public institution received an average annual salary increase of .8 percent below the cost-of-living. In the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in the discipline/major field of mathematics the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies. In the private studies the professor rank FAC MIX PCTs are lower at the professor rank in the 1989-90 study and higher in the 1992-93 study.

Finally, the hiring rate of new assistant professors in mathematics in the 1989-90 and 1992-93 public studies are lower than in ALL MAJOR FIELDS. In the 1989-90 private study the hiring rate of new assistant professors was lower but in the 1992-93 study it was higher.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of mathematics is being developed, it is anticipated that articles on this subject will become more valuable and useful for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTFD DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

- Valley City State University (ND)
- Washburn University (KS)
- Wayne State University (NE)
- Weber State University (UT)
- West Chester University (PA)
- West Georgia College (GA)
- Western Illinois University (IL)
- Western Kentucky University (KY)
- Western Michigan University (MI)
- Western Oregon State College (OR)
- Western Washington University (WA)
- Wichita State University (The) (KS)
- William Paterson College of New Jersey (NJ)
- Winona State University (MN)
- Winston-Salem State University (NC)
- Worcester State College (MA)
- Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College &
Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)

Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of LA Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington And Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN MULTI/INTERDISCIPLINARY STUDIES FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe
and
Harry Williams

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including multi/interdisciplinary studies. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/-major field of multi/interdisciplinary studies in the _CIP_ is as follows:

> A summary of groups of instructional programs, the components of which derive from two or more separate instructional programs.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 121--30).]

This article presents a summary of the overall average salary increases in the discipline/major field of multi/interdisciplinary studies from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of multi/interdisciplinary studies for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professor of multi/interdisciplinary studies in the 1989-90 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of multi/interdisciplinary studies in the 1989-90 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of multi/interdisciplinary studies with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: MULIT/INTERDISCIPLINARY STUDIES																		
PUBLIC, 1989-90: MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES																		
AVERAGE SALARY:	45105	66	25	37001	88	17	29214	112	19	28173	18	7	24993	22	7	34912	288	30
FAC MIX PCT:	0.23			0.31			0.39			0.06			0.08			1.00		
SALARY FACTOR:	0.95			0.96			0.91			0.91			1.03			0.90		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
DISCIPLINE: MULIT/INTERDISCIPLINARY STUDIES																		
PUBLIC, 1992-93: MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES																		
AVERAGE SALARY:	54270	86	24	40309	85	17	32334	115	14	33743	10	5	26453	27	7	40019	313	27
FAC MIX PCT:	0.27			0.27			0.37			0.03			0.09			1.00		
SALARY FACTOR:	1.03			0.95			0.91			0.99			1.00			0.94		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		
DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES																		
PRIVATE, 1989-90: MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES																		
AVERAGE SALARY:	45419	56	20	35146	39	15	29602	39	20	30500	2	2	23329	9	9	36913	143	32
FAC MIX PCT:	0.39			0.27			0.27			0.01			0.06			1.00		
SALARY FACTOR:	0.96			0.95			0.96			1.02			0.95			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
DISCIPLINE: MULTI/INTERDISCIPLINARY STUDIES																		
PRIVATE, 1992-93: MAJOR FIELD: MULTI/INTERDISCIPLINARY STUDIES																		
AVERAGE SALARY:	53161	47	16	40006	24	10	32477	42	13	34062	5	3	30405	13	5	41412	126	26
FAC MIX PCT:	0.37			0.19			0.33			0.04			0.10			1.00		
SALARY FACTOR:	0.98			0.94			0.92			1.02			1.09			0.96		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of multi/interdisciplinary studies was reported in 30 of the 188 public institutions. The average salary of the 288 faculty was $34,912. This average salary was approximately 11.1 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of multi/interdisciplinary studies was reported in 27 of the same 188 public institutions. The average salary of the 313 faculty was $40,019. This average salary was approximately 7 percent lower than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of multi/interdisciplinary studies after three years in the public institutions studied was 14.6 percent ($40,019 minus $34,912 equals $5,107). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 1.7 percent or .6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of multi/-interdisciplinary studies (14.6%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 4.4 percent (14.6% minus 10.2% equals 4.4%) less than faculty in the discipline/major field of multi/-interdisciplinary studies.

The reader may note that the faculty mix percentage in multi/interdisciplinary studies is lower at the professor rank than at the assistant professor rank in the 1989-90 study: 23 percent vs. 39 percent, and in the 1992-93 study it is 27 percent vs. 37 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in multi/interdisciplinary studies in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 6.3 percent (18/288) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 3.2 percent (10/313) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of multi/interdisciplinary studies was reported in 32 of the 297 private institutions. The average salary of the 143 faculty was $36,913. This average salary was 2 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of multi/interdisciplinary studies was reported in 26 of the same 297 private institutions. The average salary of the 126 faculty was $41,412. This average salary was 4.3 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in multi/interdisciplinary studies after three years in the private institutions studied was 12.2 percent ($41,412 minus $36,913 equals $4,499). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore,in the average faculty salaries over the three-year time period, is .7 percent or .2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of multi/-interdisciplinary studies (12.2), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.5 percent (14.7% minus 12.2 equals 2.5) more than faculty in multi/interdisciplinary studies.

In the discipline/major field of multi/interdisciplinary studies, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 39 percent vs. 27 percent (1989-90), respectively; and 37 percent vs. 33 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in multi/interdisciplinary studies was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 1.4 percent (2/143) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 4 percent (5/126) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of multi-interdisciplinary studies and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 870 (.6%) faculty in the discipline/major field of multi/interdisciplinary studies participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of multi/interdisciplinary studies in 1989-90 in the public and private studies were 10 percent and 2 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in multi/interdisciplinary studies in 1992-93 in the public and private studies were 6 percent and 4 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in multi/interdisciplinary studies in the public institutions received an average annual salary increase of .6 percent above the cost-of-living. In the private institutions the annual average salary increase was .2 percent below the cost-of-living.

Third, in the discipline/major field of multi/interdisciplinary studies the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and higher in the 1989-90 and 1992-93 private studies.

Finally, the hiring rate of new assistant professors in multi/interdisciplinary studies in the 1989-90 public was higher than in ALL MAJOR FIELDS but lower in the 1992-93 public study. In the private studies of 1989-90 and 1992-93 the hiring rate was lower in comparison to ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of multi/interdisciplinary studies is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ANTHROPOLOGY
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY
COMMUNICATIONS
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS
ECONOMICS
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGES AND LITERATURES/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
SPEECH PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN NURSING
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe and Fredel Reighard

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including nursing. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of nursing in the CIP is as follows:

> An instructional program that generally prepares individuals in the knowledge, techniques and procedures for promoting health, providing care for sick, disabled, deformed, or other individuals or groups. Includes instruction in administration of medication and treatments, assisting a physician during treatments and examinations, referring patients to physicians and other health care specialists, and planning education for health maintenance.
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 179-180--51.1601).]

This article presents a summary of the overall average salary increases in the discipline/major field of nursing from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of

1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of nursing for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .24 for associate professor of nursing in the 1989-90 public study means that 24 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of nursing in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of nursing with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: HEALTH PROFESSIONS & RELATED MAJOR FIELD: NURSING																		
PUBLIC, 1989-90:																		
AVERAGE SALARY:	47407	144	68	36566	428	103	30194	951	115	29270	90	55	25348	286	75	32305	1809	120
FAC MIX PCT:	0.08			0.24			0.53			0.05			0.16			1.00		
SALARY FACTOR:	0.99			0.95			0.95			0.95			1.04			0.83		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
DISCIPLINE: HEALTH PROFESSIONS & RELATED MAJOR FIELD: NURSING																		
PUBLIC, 1992-93:																		
AVERAGE SALARY:	50262	151	68	40230	472	103	33613	900	111	31152	92	49	28365	252	65	36043	1775	116
FAC MIX PCT:	0.09			0.27			0.51			0.05			0.14			1.00		
SALARY FACTOR:	0.96			0.95			0.95			0.91			1.07			0.84		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		
DISCIPLINE: HEALTH PROFESSIONS & RELATED MAJOR FIELD: NURSING																		
PRIVATE, 1989-90:																		
AVERAGE SALARY:	41294	116	59	32563	266	81	27674	524	101	27078	54	38	23692	158	58	29790	1064	107
FAC MIX PCT:	0.11			0.25			0.49			0.05			0.15			1.00		
SALARY FACTOR:	0.87			0.88			0.90			0.91			0.96			0.79		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
DISCIPLINE: HEALTH PROFESSIONS & RELATED MAJOR FIELD: NURSING																		
PRIVATE, 1992-93:																		
AVERAGE SALARY:	46754	107	61	37834	329	86	32423	539	103	31760	67	35	28265	183	58	34627	1158	111
FAC MIX PCT:	0.09			0.28			0.47			0.06			0.16			1.00		
SALARY FACTOR:	0.86			0.89			0.92			0.95			1.01			0.80		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of nursing was reported in 120 of the 188 public institutions. The average salary of the 1,809 faculty was $32,305. This average salary was approximately 20.1 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of nursing was reported in 116 of the same 188 public institutions. The average salary of the 1,775 faculty was $36,043. This average salary was approximately 18.6 percent lower than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of nursing after three years in the public institutions studied was 11.6 percent ($36,043 minus $32,305 equals $3,738). The CPI of increased cost-of--living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 1.3 percent or .4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of nursing (11.6), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.4 percent (11.6% minus 10.2% equals 1.4%) less than faculty in the discipline/major field of nursing.

The reader may note that the faculty mix percentage in nursing is lower at the professor rank than at the assistant professor rank in the 1989-90 study: 8 percent vs. 53 percent, and in the 1992-93 study it is 9 percent vs. 51 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in nursing in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5 percent (90/1,809) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 5.2 percent (92/1,775) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of nursing was reported in 107 of the 297 private institutions. The average salary of the 1,064 faculty was $29,790. This average salary was 26.4 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of nursing was reported in 111 of the same 297 private institutions. The average salary of the 1,158 faculty was $34,627. This average salary was 24.7 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in nursing after three years in the private institutions studied was 16.2 percent ($34,627 minus $29,790 equals $4,837). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore,in the average faculty salaries over the three-year time period, is 3.3 percent or 1.1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of nursing (16.2), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by

1.5 percent (16.2% minus 14.7% equals 1.5%) less than faculty in nursing.

In the discipline/major field of nursing, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank for both the 1989-90 and 1992-93 studies: 11 percent vs. 49 percent, respectively; and 9 percent vs. 47 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in nursing was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.1 percent (54/1,064) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 5.8 percent (67/1158) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of nursing and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 5,806 (4.3%) faculty in the discipline/major field of nursing participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of nursing in 1989-90 in the public and private studies were 17 percent and 21 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in the discipline/major field of nursing in 1992-93 in the public and private studies were 16 percent and 20 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in the discipline/major field of nursing in the public institutions received an average annual salary increase of .4 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.1 percent above the cost-of-living.

Third, in the discipline/major field of nursing the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and the same is true both in the 1989-90 and 1992-93 private studies. These data show that nursing, in both the public and private studies, is still an emerging discipline/major field in academia.

Finally, the hiring rate of new assistant professors in nursing in the 1989-90 public study was lower than the hiring rate in ALL MAJOR FIELDS, however, it was higher in the 1992-93 public study. In the 1989-90 private study the hiring rate was also lower than the hiring rate in ALL MAJOR FIELDS and higher in the 1992-93 private study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of nursing is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Fredel Reighard is director of the nursing education options program at Caldwell Community College and Technical Institute in Hudson, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

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SALARY-TREND STUDY OF FACULTY IN PHILOSOPHY AND RELIGION
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe
and
Jesse Taylor, Jr.

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including philosophy and religion. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of philosophy and religion in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the study of modes, methods and types of logical inquiry; and the study of organized systems of belief and related practices.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 127--38.).]

This article presents a summary of the overall average salary increases in the discipline/major field of philosophy and religion from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same

188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of philosophy and religion for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of philosophy and religion in the 1989-90 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of philosophy and religion in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of philosophy and religion with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

DISCIPLINE: PHILOSOPHY AND RELIGION
MAJOR FIELD: PHILOSOPHY AND RELIGION

PUBLIC, 1989-90:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47485	324	107	36767	209	89	29858	153	80	27709	27	21	24683	24	22	39761	710	137
FAC MIX PCT:	0.46			0.29			0.22			0.04			0.03			1.00		
SALARY FACTOR:	1.00			0.95			0.93			0.90			1.02			1.03		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		

DISCIPLINE: PHILOSOPHY AND RELIGION
MAJOR FIELD: PHILOSOPHY AND RELIGION

PUBLIC, 1992-93:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	51682	323	109	39397	231	99	32436	168	92	31761	31	28	25176	22	17	42468	764	134
FAC MIX PCT:	0.42			0.30			0.25			0.04			0.03			1.00		
SALARY FACTOR:	0.99			0.93			0.91			0.93			0.95			0.99		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		

DISCIPLINE: PHILOSOPHY AND RELIGION
MAJOR FIELD: PHILOSOPHY AND RELIGION

PRIVATE, 1989-90:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	43106	554	214	34448	384	184	27888	380	168	26242	73	61	23765	43	33	35803	1361	265
FAC MIX PCT:	0.41			0.28			0.28			0.05			0.03			1.00		
SALARY FACTOR:	0.91			0.93			0.91			0.88			0.96			0.95		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

DISCIPLINE: PHILOSOPHY AND RELIGION
MAJOR FIELD: PHILOSOPHY AND RELIGION

PRIVATE, 1992-93:

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	50656	566	217	39831	416	171	31989	412	184	29894	63	52	26428	39	35	41487	1433	264
FAC MIX PCT:	0.39			0.29			0.29			0.04			0.03			1.00		
SALARY FACTOR:	0.94			0.94			0.91			0.90			0.95			0.96		

ALL MAJOR FIELDS

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 137 of the 188 public institutions. The average salary of the 710 faculty was $39,761. This average salary was approximately 2.5 percent higher than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of philosophy and religion was reported in 134 of the same 188 public institutions. The average salary of the 764 faculty was $42,468. This average salary was approximately .7 percent lower than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of philosophy and religion after three years in the public institutions studied was 6.8 percent ($42,468 minus $39,761 equals $2,707). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 6.1 percent or 2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of philosophy and religion (6.8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.4 percent (10.2% minus 6.8% equals 3.4%) more than faculty in the discipline/major field of philosophy and religion.

The reader may note that the faculty mix percentage in philosophy and religion is higher at the professor rank than at the assistant professor rank in

the 1989-90 study: 46 percent vs. 22 percent, and in the 1992-93 study it is 42 percent vs. 25 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in philosophy and religion in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 3.8 percent (27/710) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 4.1 percent (59/1,435) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of philosophy and religion was reported in 265 of the 297 private institutions. The average salary of the 1,361 faculty was $35,803. This average salary was 5.2 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of philosophy and religion was reported in 264 of the same 297 private institutions. The average salary of the 1,433 faculty was $41,487. This average salary was 4.1 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in philosophy and religion after three years in the private institutions studied was 15.9 percent ($41,487 minus $35,803 equals $5,684). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore,in the average faculty salaries over the three-year time period, is 3 percent or 1 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of philosophy and religion (15.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.2 percent (15.9% minus 14.7% equals 1.2%) less than faculty in philosophy and religion.

In the discipline/major field of philosophy and religion, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 41 percent vs. 28 percent (1989-90), respectively; and 39 percent vs. 29 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in philosophy and religion was virtually the same hiring rate as in ALL MAJOR FIELDS in the 1989-90 private study: 5.4 percent (73/1,361) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 4.4 percent (63/1,433) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/major field of philosophy and religion and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 4,268 (3.1%) faculty in the discipline/major field of philosophy and religion participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of philosophy and religion in 1989-90 in the public and private studies were 3 percent above and 5 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in philosophy and religion in 1992-93 in the public and private studies were 1 percent below and 4 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in philosophy and religion in the public institutions received an average annual salary increase of 2 percent below the cost-of-living. In the private institutions the annual average salary increase was 1 percent above the cost-of-living.

Third, in the discipline/major field of philosophy and religion the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies. These data show that philosophy and religion is an established discipline in academia.

Finally, the hiring rate of new assistant professors in philosophy and religion in the 1989-90 and 1992-93 public studies was lower than in ALL MAJOR FIELDS. In the private studies the hiring rate was virtually the same as in ALL MAJOR FIELDS for the 1989-90 study and higher in the 1992-93 study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of philosophy and religion is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Jesse Taylor, Jr. is a lecturer in the department of philosophy and religion at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ANTHROPOLOGY
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY
COMMUNICATIONS
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS
ECONOMICS
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGES AND LITERATURES/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
SPEECH PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington And Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN PHYSICAL SCIENCES

FOR THE YEARS

1989-90 AND 1992-93

By
Richard D. Howe
and
Roy Jones

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including physical sciences. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of physical sciences in the CIP is as follows:

> A summary of groups of instructional programs that describe the scientific study of inanimate objects, processes of matter and energy, and associated phenomena.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 129--40.).]

This article presents a summary of the overall average salary increases in the discipline/major field of physical sciences from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the

460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of physical sciences for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professor of physical sciences in the 1989-90 public study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of physical sciences in the 1989-90 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physical sciences with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1989-90: DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICAL SCIENCES																		
AVERAGE SALARY:	45691	130	42	37239	83	35	30493	72	32	29124	13	9	22116	19	10	38310	304	48
FAC MIX PCT:	0.43			0.27			0.24			0.04			0.06			1.00		
SALARY FACTOR:	0.96			0.96			0.95			0.94			0.91			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
PUBLIC, 1992-93: DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSCIAL SCIENCES																		
AVERAGE SALARY:	54211	168	33	43628	88	31	35563	88	30	30849	18	12	24378	25	16	45218	369	38
FAC MIX PCT:	0.46			0.24			0.24			0.05			0.07			1.00		
SALARY FACTOR:	1.03			1.03			1.00			0.90			0.92			1.06		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		
PRIVATE, 1989-90: DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICAL SCIENCES																		
AVERAGE SALARY:	49429	67	18	36584	32	19	31054	58	22	28450	15	8	23709	15	8	38600	172	39
FAC MIX PCT:	0.39			0.19			0.34			0.09			0.09			1.00		
SALARY FACTOR:	1.04			0.99			1.01			0.95			0.96			1.03		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
PRIVATE, 1992-93: DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICAL SCIENCES																		
AVERAGE SALARY:	54908	68	16	38846	39	17	34679	63	19	35477	7	4	28834	5	5	43301	175	32
FAC MIX PCT:	0.39			0.22			0.36			0.04			0.03			1.00		
SALARY FACTOR:	1.01			0.91			0.99			1.06			1.03			1.00		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 48 of the 188 public institutions. The average salary of the 304 faculty was $38,310. This average salary was approximately 1.3 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of physical sciences was reported in 38 of the same 188 public institutions. The average salary of the 369 faculty was $45,218. This average salary was approximately 5.8 percent higher than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of physical sciences after three years in the public institutions studied was 18 percent ($45,218 minus $38,310 equals $6,908). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 5.1 percent or 1.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of physical sciences (18%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 7.8 percent (18.0% minus 10.2% equals 7.8%) less than faculty in the discipline/major field of physical sciences.

The reader may note that the faculty mix percentage in physical sciences is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 43 percent vs. 24 percent, and in the 1992-93 study it is also higher at 46 percent vs. 24 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 39 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in physical sciences in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.3 percent (13/304) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 4.9 percent (18/369) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of physical sciences was reported in 39 of the 297 private institutions. The average salary of the 172 faculty was $38,600. This average salary was 2.5 percent higher than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of physical sciences was reported in 32 of the same 297 private institutions. The average salary of the 175 faculty was $43,301. This average salary was .3 percent higher than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in physical sciences after three years in the private institutions studied was 12.2 percent ($43,301 minus $38,600 equals $4,701). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore,in the average faculty salaries over the three-year time period, is .7 percent or .23 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus

$37,657 equals $5,518). In comparison to the discipline/major field of physical sciences (12.2%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.5 percent (14.7% minus 12.2 equals 2.5) more than faculty in physical sciences.

In the discipline/major field of physical sciences, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both the 1989-90 and 1992-93 studies: 39 percent vs. 34 percent, respectively; and 39 percent vs. 36 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in physical sciences was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 8.7 percent (15/172) vs. 5.4 percent (1,382/-25,703), respectively, and lower in the 1992-93 private study: 4 percent (7/-175) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of physical sciences and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,020 (.7%) faculty in the discipline/major field of physical sciences participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of physical sciences in 1989-90 in the public and private studies were 1 percent below and 3 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in physical sciences in 1992-93 in the public and private studies were 6 percent above and the same as the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in physical sciences in the public institutions received an average annual salary increase of 1.7 percent above the cost-of-living. In the private institutions the annual average salary increase was .23 percent below the cost-of-living.

Third, in the discipline/major field of physical sciences the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies.

Finally, the hiring rate of new assistant professors in physical sciences in the 1989-90 public study was lower than in ALL MAJOR FIELDS but higher in the 1992-93 study. Just the opposite was true for the two private studies: higher in 1989-90 and lower in 1992-93 than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic disciplne/major field of physical sciences is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College &
  Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)

Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN PHYSICS
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe
and
Karl Mamola

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including physics. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of physics in the CIP is as follows:

> An instructional program that generally describes the scientific study of matter and energy, and the formulation and testing of the laws governing the behavior of the matter-energy continuum. Includes instruction in classical and modern physics, electricity and magnetism, thermodynamics, mechanics, wave properties, nuclear processes, relativity and quantum theory, quantitative methods, and laboratory methods.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 133--40.0801).]

This article presents a summary of the overall average salary increases in the discipline/major field of physics from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of

1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of physics for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .27 for associate professor of physics in the 1989-90 public study means that 27 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of 1.01 for associate professors in the discipline/major field of physics in the 1989-90 public study means that their average salary is 1 percent higher than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of physics with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1989-90:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS, GENERAL											
AVERAGE SALARY:	48430	483	128	39128	267	106	32778	196	97	30988	37	32	24014	30	22	41991	976	145
FAC MIX PCT:	0.49			0.27			0.20			0.04			0.03			1.00		
SALARY FACTOR:	1.02			1.01			1.03			1.00			0.99			1.08		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
PUBLIC, 1992-93:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS, GENERAL											
AVERAGE SALARY:	53368	487	131	43392	295	109	36339	231	100	35860	39	32	26547	26	20	46078	1039	148
FAC MIX PCT:	0.47			0.28			0.22			0.04			0.03			1.00		
SALARY FACTOR:	1.02			1.02			1.02			1.05			1.00			1.08		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
PRIVATE, 1989-90:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS, GENERAL											
AVERAGE SALARY:	52156	385	140	38621	212	106	31821	185	110	30116	37	34	23759	8	8	43474	790	197
FAC MIX PCT:	0.49			0.27			0.23			0.05			0.01			1.00		
SALARY FACTOR:	1.10			1.04			1.03			1.01			0.96			1.15		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
PRIVATE, 1992-93:							DISCIPLINE: PHYSICAL SCIENCES MAJOR FIELD: PHYSICS, GENERAL											
AVERAGE SALARY:	58586	398	146	42766	222	118	35747	184	115	32774	21	20	27282	13	13	48645	817	206
FAC MIX PCT:	0.49			0.27			0.23			0.03			0.02			1.00		
SALARY FACTOR:	1.08			1.01			1.02			0.98			0.98			1.13		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 145 of the 188 public institutions. The average salary of the 976 faculty was $41,991. This average salary was approximately 8.3 percent higher than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of physics was reported in 148 of the same 188 public institutions. The average salary of the 1,039 faculty was $46,078. This average salary was approximately 7.8 percent higher than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of physics after three years in the public institutions studied was 9.7 percent ($46,078 minus $41,991 equals $4,087). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 3.2 percent or 1.1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of physics (9.7), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .5 percent (10.2% minus 9.7% equals 0.5%) more than faculty in the discipline/major field of physics.

The reader may note that the faculty mix percentage in physics is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 49 percent vs. 20 percent, and in the 1992-93 study, 47 percent vs. 22 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in physics in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 3.8 percent (37/976) vs. 5.5 percent (2,249/41,133), respectively; and also lower in 1992-93, 3.8 percent (39/1,039) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of physics was reported in 197 of the 297 private institutions. The average salary of the 790 faculty was $43,474. This average salary was 15.4 percent higher than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of physics was reported in 206 of the same 297 private institutions. The average salary of the 817 faculty was $48,645. This average salary was 12.7 percent higher than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in physics after three years in the private institutions studied was 11.9 percent ($48,645 minus $43,474 equals $5,171). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore,in the average faculty salaries over the three-year time period, is 1 percent or .33 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of physics

(11.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.8 percent (14.7% minus 11.9% equals 2.8%) more than faculty in physics.

In the discipline/major field of physics, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 49 percent vs. 23 percent (1989-90), respectively; and 49 percent vs. 23 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in physics was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 4.7 percent (37/790) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 2.6 percent (21/817) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of physics and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,622 (2.7%) faculty in the discipline/major field of physics participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of physics in 1989-90 in the public and private studies were 8 percent above and 15 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in physics in 1992-93 in the public and private studies were 8 percent above and 13 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in physics in the public institutions received an average annual salary increase of 1.1 percent below the cost-of-living. In the private institutions the annual average salary increase was .33 percent below the cost-of-living.

Third, in the discipline/major field of physics the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, and the same is true both in the 1989-90 and 1992-93 private studies. These data show that physics in both the public and private studies is an established discipline/major field in academia.

Finally, the hiring rate of new assistant professors in physics in the 1989-90 and 1992-93 public and private studies was lower than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of physics is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Karl Mamola is professor and chairperson of the Department of Physics and Astronomy at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN POLITICAL SCIENCE AND GOVERNMENT FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe
and
Zaphon Wilson

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including political science and government. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/-major field of political science and government in the _CIP_ is as follows:

> An instructional program that describes the systematic study of political institutions and behavior. Includes instruction in political philosophy, political theory, comparative government and politics, political parties and interest groups, public opinion, political research methods, studies of the government and politics of specific countries, and studies of specific political institutions and processes.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 147--45.1001).]

This article presents a summary of the overall average salary increases in the discipline/major field of political science and government from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in pated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of political science and government for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .28 for associate professor of political science and government in the 1989-90 public study means that 28 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .98 for associate professors in the discipline/major field of political science and government in the 1989-90 public study means that their average salary is 2 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of political science and government with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

```
                                                                   NEW
                                  ASSO              ASST           ASST
                PROF              PROF              PROF           PROF           INSTRUCTOR          ALL RANKS
          SALARY NUM N/IN   SALARY NUM N/IN   SALARY NUM N/IN   SALARY NUM N/IN   SALARY NUM N/IN   SALARY NUM   N/IN

                                              DISCIPLINE: SOCIAL SCIENCES
PUBLIC, 1989-90:                      MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT
AVERAGE
SALARY: 46865 468  141    37815 312  129    29834 313  124    28307  79   52    24682  38   29    38910 1131  159
FAC MIX
PCT:     0.41              0.28              0.28              0.07              0.03              1.00
SALARY
FACTOR:  0.98              0.98              0.93              0.92              1.02              1.00

                                                 ALL MAJOR FIELDS
AVERAGE
SALARY: 47675 14459       38628 11578       31938 12067       30892  2249       24285  3029       38789 41133 188
FAC MIX
PCT:     0.35              0.28              0.29              0.05              0.07              1.00

                                              DISCIPLINE: SOCIAL SCIENCES
PUBLIC, 1992-93:                      MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT
AVERAGE
SALARY: 51883 464  143    40802 293  127    33213 323  118    31560  44   35    27046  39   29    42726 1119  156
FAC MIX
PCT:     0.41              0.26              0.29              0.04              0.03              1.00
SALARY
FACTOR:  0.99              0.96              0.93              0.92              1.02              1.00

                                                 ALL MAJOR FIELDS
AVERAGE
SALARY: 52457 14885       42528 12077       35529 12869       34198  1862       26557  3029       42746 42860 188
FAC MIX
PCT:     0.35              0.28              0.30              0.04              0.07              1.00

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                                              DISCIPLINE: SOCIAL SCIENCES
PRIVATE, 1989-90:                     MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT
AVERAGE
SALARY: 46988 274  133    36682 254  131    29213 227  116    27804  42   37    25956  23   21    37815 778   196
FAC MIX
PCT:     0.35              0.33              0.29              0.05              0.03              1.00
SALARY
FACTOR:  0.99              0.99              0.95              0.93              1.05              1.00

                                                 ALL MAJOR FIELDS
AVERAGE
SALARY: 47390  8138       37041  8025       30809  8093       29894  1382       24640  1447       37657 25703 297
FAC MIX
PCT:     0.32              0.31              0.31              0.05              0.06              1.00

                                              DISCIPLINE: SOCIAL SCIENCES
PRIVATE, 1992-93:                     MAJOR FIELD: POLITICAL SCIENCE & GOVERNMENT
AVERAGE
SALARY: 55148 354  154    41730 281  136    34036 283  131    32153  38   28    30359  35   24    44012 953   207
FAC MIX
PCT:     0.37              0.29              0.30              0.04              0.04              1.00
SALARY
FACTOR:  1.02              0.98              0.97              0.96              1.09              1.02

                                                 ALL MAJOR FIELDS
AVERAGE
SALARY: 54149  8627       42539  8327       35164  8585       33342  1122       27900  1349       43175 26888 297
FAC MIX
PCT:     0.32              0.31              0.32              0.04              0.05              1.00
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RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 159 of the 188 public institutions. The average salary of the 1,131 faculty was $38,910. This average salary was approximately .3 percent higher than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of political science and government was reported in 156 of the same 188 public institutions. The average salary of the 1,119 faculty was $42,726. This average salary was about the same as the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of political science and government after three years in the public institutions studied was 9.8 percent ($42,726 minus $38,910 equals $3,816). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 3.1 percent or 1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of political science and government (9.8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .4 percent (10.2% minus 9.8% equals .4%) more than faculty in the discipline/major field of political science and government.

The reader may note that the faculty mix percentage in political science and governement is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 41 percent vs. 28 percent, and also in the 1992-93 study, 41 percent vs. 29 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in political science and government in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 7 percent (79/1,131) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 3.9 percent (44/1,119) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of political science and government was reported in 196 of the 297 private institutions. The average salary of the 778 faculty was $37,815. This average salary was .4 percent higher than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of political science and government was reported in 207 of the same 297 private institutions. The average salary of the 953 faculty was $44,012. This average salary was 1.9 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in political science and government after three years in the private institutions studied was 16.4 percent ($44,012 minus $37,815 equals $6,197). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period is 3.5 percent or 1.2 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of political science and government (16.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 1.7 percent (16.4% minus 14.7% equals 1.%) less than faculty in political science and government.

In the discipline/major field of political science and government, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 35 percent vs. 29 percent (1989-90), respectively; and 37 percent vs. 30 percent (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in political science and government is virtually the same hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.4 percent (42/778) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 4 percent (38/953) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of political science and government and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,981 (2.9%) faculty in the discipline/major field of political science and government participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the disipline/major field of political science and government in 1989-90 in the public and private studies were equal with the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary factors for all ranks in political science and government in 1992-93 in the public and private studies were even with and 2 percent above the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in political science and government in the public institutions received an average annual salary increase of 1 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.5 percent below the cost-of-living.

Third, in the discipline/major field of political science and government the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies. These data show that political science and government, in both the public and private studies, is an established discipline/major field in academia.

Finally, the hiring rate of new assistant professors in political science and government in the 1989-90 public study was higher than in ALL MAJOR FIELDS but lower in the 1992-93 public study. In the 1989-90 private study the hiring rate, in comparison to ALL MAJOR FIELDS, was virtually the same but lower in the 1992-93 study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of political science and government is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING
ANTHROPOLOGY
BIOLOGICAL SCIENCES/LIFE SCIENCES
BUSINESS ADMINISTRATION AND MANAGEMENT
BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES
BUSINESS/MANAGERIAL ECONOMICS
BUSINESS MARKETING AND MARKETING MANAGEMENT
CHEMISTRY
COMMUNICATIONS
COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES
CURRICULUM AND INSTRUCTION
DRAMA/THEATER ARTS
ECONOMICS
EDUCATION
ENGINEERING
ENGINEERING-RELATED TECHNOLOGIES
ENGLISH LANGUAGES AND LITERATURES/LETTERS
FOREIGN LANGUAGES AND LITERATURES
GEOGRAPHY
GEOLOGY
HISTORY
HOME ECONOMICS
LIBRARY SCIENCE
MATHEMATICS
MULTI/INTERDISCIPLINARY STUDIES
NURSING (R.N. TRAINING)
PHILOSOPHY AND RELIGION
PHYSICAL SCIENCES
PHYSICS
POLITICAL SCIENCE AND GOVERNMENT
PROTECTIVE SERVICES
PSYCHOLOGY
READING TEACHER EDUCATION
SOCIAL SCIENCES
SOCIOLOGY
SPECIAL EDUCATION
SPEECH PATHOLOGY AND AUDIOLOGY
TEACHER EDUCATION
VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN PROTECTIVE SERVICES
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe
and
Tanya M. Shirley

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including protective services. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of protective services in the _CIP_ is as follows:

> A summary of groups of instructional programs that describe the principles and procedures for providing police, fire, and other safety services, and for managing penal institutions.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 139--43.).]

This article presents a summary of the overall average salary increases in the discipline/major field of protective services from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of protective services for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .35 for associate professor of protective services in the 1989-90 public study means that 35 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of protective services in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of protective services with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
							DISCIPLINE: PROTECTIVE SERVICES											
PUBLIC, 1989-90:							MAJOR FIELD: PROTECTIVE SERVICES											
AVERAGE SALARY:	46134	78	38	36769	116	45	30043	122	44	28773	18	14	23277	15	10	35885	331	55
FAC MIX PCT:	0.24			0.35			0.37			0.05			0.05			1.00		
SALARY FACTOR:	0.97			0.95			0.94			0.93			0.96			0.93		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
							DISCIPLINE: PROTECTIVE SERVICES											
PUBLIC, 1992-93:							MAJOR FIELD: PROTECTIVE SERVICES											
AVERAGE SALARY:	49610	118	47	40020	115	48	32833	132	47	32426	18	12	26971	17	10	39918	382	59
FAC MIX PCT:	0.31			0.30			0.35			0.05			0.04			1.00		
SALARY FACTOR:	0.95			0.94			0.92			0.95			1.02			0.93		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		
							DISCIPLINE: PROTECTIVE SERVICES											
PRIVATE, 1989-90:							MAJOR FIELD: PROTECTIVE SERVICES											
AVERAGE SALARY:	48088	11	3	34621	12	8	30187	16	9	25000	2	2	32445	3	3	36303	42	17
FAC MIX PCT:	0.26			0.29			0.38			0.05			0.07			1.00		
SALARY FACTOR:	1.01			0.93			0.98			0.84			1.32			0.96		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
							DISCIPLINE: PROTECTIVE SERVICES											
PRIVATE, 1992-93:							MAJOR FIELD: PROTECTIVE SERVICES											
AVERAGE SALARY:	54770	21	8	38250	15	13	33463	25	16	31000	3	3	17091	4	3	40444	65	25
FAC MIX PCT:	0.32			0.23			0.38			0.05			0.06			1.00		
SALARY FACTOR:	1.01			0.90			0.95			0.93			0.61			0.94		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of protective services was reported in 55 of the 188 public institutions. The average salary of the 331 faculty was $35,885. This average salary was approximately 8.1 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of protective services was reported in 59 of the same 188 public institutions. The average salary of the 382 faculty was $39,918. This average salary was approximately 7.1 percent lower than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of protective services after three years in the public institutions studied was 11.2 percent ($39,918 minus $35,885 equals $4,033). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year period, is 1.7 percent or .6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of protective services (11.2%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1 percent (11.2% minus 10.2% equals 1%) less than faculty in the discipline/major field of protective services.

The reader may note that the faculty mix percentage in protective services is lower at the professor rank than at the assistant professor rank in the 1989-90 study: 24 percent vs. 37 percent, and also in the 1992-93 study, 31 percent vs. 35 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in protective services in the public studies was lower in ALL MAJOR FIELDS in 1989-90, 5.4 percent (18/331) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 4.7 percent (18/382) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of protective services was reported in 17 of the 297 private institutions. The average salary of the 42 faculty was $36,303. This average salary was 3.7 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of protective services was reported in 25 of the same 297 private institutions. The average salary of the 65 faculty was $40,444. This average salary was 6.8 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in protective services after three years in the private institutions studied was 11.4 percent ($40,444 minus $36,303 equals $4,141). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore,in the average faculty salaries over the three-year time period, is 1.5 percent or .5 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.6 percent ($43,175 minus

$37,657 equals $5,518). In comparison to the discipline/major field of protective services (11.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 3.2 percent (14.6% minus 11.4% equals 3.2%) more than faculty in protective services.

In the discipline/major field of protective services, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 26 percent vs. 38 percent (1989-90), respectively; and 32 percent vs. 38 percent (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in protective services was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 4.8 percent (2/42) vs. 5.4 percent (1,382/-25,703), respectively, and higher in the 1992-93 private study: 4.6 percent (3/-65) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of protective services and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 156 (.1%) faculty in the discipline/major field of protective services participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of protective services in 1989-90 in the public and private studies were 7 percent below and 4 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in protective services in 1992-93 in the public and private studies were 7 percent below and 6 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in protective services in the public institutions received an average annual salary increase of .6 percent below the cost-of-living. In the private institutions the annual average salary increase was .5 percent below the cost-of-living.

Third, in the discipline/major field of protective services the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies. These data show that protective services is an emerging new field in academia.

Finally, the hiring rate of new assistant professors in protective services in the 1989-90 public and private studies was lower than in ALL MAJOR FIELDS but higher in both the 1992-93 public and private studies.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of protective services is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Tanya M. Shirley is a researcher in the Office of Equal Opportunity Programs at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)

Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College &
  Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN PSYCHOLOGY FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe
and
Kimberly Murdock

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including psychology. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of psychology in the CIP is as follows:

> A summary of groups of instructional programs that describe the scientific study of the behavior of individuals, independently or collectively, and the physical and environmental bases of mental, emotional and neurological activity.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 136--42.).]

This article presents a summary of the overall average salary increases in the discipline/major field of psychology from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of psychology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .29 for associate professor of psychology in the 1989-90 public study means that 29 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of psychology in the 1989-90 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of psychology with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY																		
PUBLIC, 1989-90:																		
AVERAGE SALARY:	46433	893	152	37104	593	157	30043	499	153	28588	119	74	23820	51	39	39132	2036	175
FAC MIX PCT:	0.44			0.29			0.25			0.06			0.03			1.00		
SALARY FACTOR:	0.97			0.96			0.94			0.93			0.98			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY																		
PUBLIC, 1992-93:																		
AVERAGE SALARY:	51336	904	161	40723	578	153	33292	550	151	32038	119	77	28038	63	36	42970	2095	172
FAC MIX PCT:	0.43			0.28			0.26			0.06			0.03			1.00		
SALARY FACTOR:	0.98			0.96			0.94			0.94			1.06			1.01		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		
DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY																		
PRIVATE, 1989-90:																		
AVERAGE SALARY:	45215	483	198	35002	445	197	29115	376	189	27594	81	68	22020	31	27	36737	1335	269
FAC MIX PCT:	0.36			0.33			0.28			0.06			0.02			1.00		
SALARY FACTOR:	0.95			0.94			0.95			0.92			0.89			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
DISCIPLINE: PSYCHOLOGY MAJOR FIELD: PSYCHOLOGY																		
PRIVATE, 1992-93:																		
AVERAGE SALARY:	51954	532	205	40185	468	198	33277	427	203	31204	48	42	26178	26	24	42213	1453	279
FAC MIX PCT:	0.37			0.32			0.29			0.03			0.02			1.00		
SALARY FACTOR:	0.96			0.94			0.95			0.94			0.94			0.98		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 175 of the 188 public institutions. The average salary of the 2,036 faculty was $39,132. This average salary was approximately .8 percent higher than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of psychology was reported in 172 of the same 188 public institutions. The average salary of the 2,095 faculty was $42,970. This average salary was approximately .5 percent higher than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of psychology after three years in the public institutions studied was 9.8 percent ($42,970 minus $39,132 equals $3,838). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in psychology average faculty salaries over the three-year period by 3.1 percent or an average of 1 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of psychology (9.8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of .4 percent (10.2% minus 9.8% equals .4%) more than faculty in the discipline/major field of psychology.

The reader may note that the faculty mix percentage in psychology is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 44 percent vs. 25 percent, and in the 1992-93 study it is 43 percent vs. 26 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in psychology in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5.8 percent (119/2,036) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 5.7 percent (119/2,095) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of psychology was reported in 269 of the 297 private institutions. The average salary of the 1,335 faculty was $36,737. This average salary was 2.5 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of psychology was reported in 279 of the same 297 private institutions. The average salary of the 1,453 faculty was $42,213. This average salary was 2.3 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in psychology after three years in the private institutions studied was 15 percent ($42,213 minus $36,737 equals $5,476). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 2.1 percent or .7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus

$37,657 equals $5,518). In comparison to the discipline/major field of psychology (15%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .3 percent (15% minus 14.7% equals .3%) less than faculty in psychology.

In the discipline/major field of psychology, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 36 percent vs. 28 percent (1989-90), respectively; and 37 percent vs. 29 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in psychology was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6.1 percent (81/1,335) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 3.3 percent (48/1,453) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of psychology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 6,919 (5.1%) faculty in the discipline/major field of psychology participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of psychology in 1989-90 in the public and private studies were 1 percent above and 2 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in psychology in 1992-93 in the public and private studies were 1 percent above and 2 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in psychology in the public institutions received an average annual salary increase of 1 percent below the cost-of-living. In the private institutions the annual average salary increase was .7 percent above the cost-of-living.

Third, in the discipline/major field of psychology the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies. These data show that psychology is an established discipline/major field in academia.

Finally, the hiring rate of new assistant professors in psychology in the 1989-90 and 1992-93 public studies was higher than in ALL MAJOR FIELDS. In the 1989-90 private study the hiring rate was higher than in ALL MAJOR FIELDS but lower in the 1992-93 private study.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of psychology is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Kimberly Murdock is a research educationist in the Office of Equal Opportunity Programs at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN READING TEACHER EDUCATION
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe
and
Gerald L. Parker

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including reading teacher education. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of reading teacher education in the _CIP_ is as follows:

> An instructional program that prepares individuals to diagnose reading difficulties and to teach reading programs at various education levels.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 82--13.1315).]

This article presents a summary of the overall average salary increases in the discipline/major field of reading teacher education from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the

460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of reading teacher education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major

field who hold a given academic rank. For example, a FAC MIX PCT factor of .23 for associate professor of reading teacher education in the 1989-90 public study means that 23 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of reading teacher education in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of reading teacher education with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1989-90:							DISCIPLINE: EDUCATION MAJOR FIELD: READING TEACHER EDUCATION											
AVERAGE SALARY:	45691	48	18	36882	30	18	30655	31	17	28940	5	5	24196	21	10	36600	130	30
FAC MIX PCT:	0.37			0.23			0.24			0.04			0.16			1.00		
SALARY FACTOR:	0.96			0.95			0.96			0.94			1.00			0.94		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
PUBLIC, 1992-93:							DISCIPLINE: EDUCATION MAJOR FIELD: READING TEACHER EDUCATION											
AVERAGE SALARY:	52825	53	20	41786	44	19	35496	35	19	38021	3	3	28189	12	7	43187	144	30
FAC MIX PCT:	0.37			0.31			0.24			0.02			0.08			1.00		
SALARY FACTOR:	1.01			0.98			1.00			1.11			1.06			1.01		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PRIVATE, 1989-90:							DISCIPLINE: EDUCATION MAJOR FIELD: READING TEACHER EDUCATION											
AVERAGE SALARY:	51147	8	3	35266	7	7	28579	6	6				20000	1	1	38523	22	12
FAC MIX PCT:	0.36			0.32			0.27						0.05			1.00		
SALARY FACTOR:	1.08			0.95			0.93						0.81			1.02		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
PRIVATE, 1992-93:							DISCIPLINE: EDUCATION MAJOR FIELD: READING TEACHER EDUCATION											
AVERAGE SALARY:	55937	6	5	38670	11	9	34798	8	7	39000	1	1	22484	3	3	39529	28	19
FAC MIX PCT:	0.21			0.39			0.29			0.04			0.11			1.00		
SALARY FACTOR:	1.03			0.91			0.99			1.17			0.81			0.92		
							ALL MAJOR FIELDS											
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of reading teacher education was reported in 30 of the 188 public institutions. The average salary of the 130 faculty was $36,600. This average salary was approximately 6 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of reading teacher education was reported in 30 of the same 188 public institutions. The average salary of the 144 faculty was $43,187. This average salary was approximately 1 percent higher than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of reading teacher education after three years in the public institutions studied was 18 percent ($43,187 minus $36,600 equals $6,587). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in reading teacher education average faculty salaries over the three-year period by 5.1 percent or an average of 1.7 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of reading teacher education (18%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 7.8 percent (18.0% minus 10.2% equals 7.8%) less than faculty in the discipline/major field of reading teacher education.

The reader may note that the faculty mix percentage in reading teacher education is higher at the professor rank than at the assistant professor rank in

the 1989-90 study: 37 percent vs. 24 percent, and in the 1992-93 study it is 37 percent vs. 24 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in reading teacher education in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 3.8 percent (5/130) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 2 percent (3/144) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of reading teacher education was reported in 12 of the 297 private institutions. The average salary of the 22 faculty was $38,523. This average salary was 2.3 percent higher than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of reading teacher education was reported in 19 of the same 297 private institutions. The average salary of the 28 faculty was $39,529. This average salary was 9.2 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in reading teacher education after three years in the private institutions studied was 2.6 percent ($39,529 minus $38,523 equals $1,006). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time increase, therefore, in the average faculty salaries over the three-year time period, is 10.3 percent or 3.4 percent each year below cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of reading teacher education (2.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 12.1 percent (14.7% minus 2.6% equals 12.1%) more than faculty in reading teacher education.

In the discipline/major field of reading teacher education, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in the 1989-90 study: 36 percent vs. 27 percent, respectively; it is lower, however, in the 1992-93 study: 21 percent vs. 29 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in reading teacher education was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 0.0 percent (0/22) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 3.6 percent (1/28) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of reading teacher education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 324 (.2%) faculty in the discipline/major field of reading teacher education participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of reading teacher education in 1989-90 in the public and private studies were 6 percent below and 2 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average factors for all ranks in reading teacher education in 1992-93 in the public and private studies were 1 percent above and 8 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in reading teacher education in the public institutions received an average annual salary increase of 1.7 percent above the cost-of-living. In the private institutions the annual average salary increase was 3.4 percent below the cost-of-living.

Third, in the discipline/major field of reading teacher education the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies. In the private studies the professor rank in higher than the assistant professor rank in the 1989-90 study but lower in the 1992-93 study.

Finally, the hiring rate of new assistant professors in reading teacher education in the 1989-90 and 1992-93 public and private studies was lower than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of reading teacher education is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Gerald L. Parker is professor of language, reading and exceptionalities at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN SOCIAL SCIENCES
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe
and
George F. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including social sciences. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of social sciences in the CIP is as follows:

> An instructional program that generally describes the study of human social behavior and social institutions using any of the methodologies common to the social sciences and/or history, or an undifferentiated program of study in the social sciences.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 142--45.0101).]

This article presents a summary of the overall average salary increases in the discipline/major field of social sciences from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of social sciences for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .34 for associate professor of social sciences in the 1989-90 public study means that 34 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .93 for associate professors in the discipline/major field of social sciences in the 1989-90 public study means that their average salary is 7 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of social sciences with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

	PROF			ASSO PROF			ASST PROF			NEW ASST PROF			INSTRUCTOR			ALL RANKS		
	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN	SALARY	NUM	N/IN
PUBLIC, 1989-90: DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIAL SCIENCES																		
AVERAGE SALARY:	45765	116	38	36063	135	40	30840	120	42	27768	21	14	24094	25	13	36566	396	48
FAC MIX PCT:	0.29			0.34			0.30			0.05			0.06			1.00		
SALARY FACTOR:	0.96			0.93			0.97			0.90			0.99			0.94		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		
PUBLIC, 1992-93: DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIAL SCIENCES																		
AVERAGE SALARY:	47836	119	31	40054	122	31	31359	99	27	32272	18	10	25548	18	11	39507	358	40
FAC MIX PCT:	0.33			0.34			0.28			0.05			0.05			1.00		
SALARY FACTOR:	0.91			0.94			0.88			0.94			0.96			0.92		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		
PRIVATE, 1989-90: DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIAL SCIENCES																		
AVERAGE SALARY:	49901	189	40	35407	129	49	30940	157	47	32183	29	14	21102	12	10	39239	487	71
FAC MIX PCT:	0.39			0.26			0.32			0.06			0.02			1.00		
SALARY FACTOR:	1.05			0.96			1.00			1.08			0.86			1.04		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		
PRIVATE, 1992-93: DISCIPLINE: SOCIAL SCIENCES MAJOR FIELD: SOCIAL SCIENCES																		
AVERAGE SALARY:	54202	132	29	38746	94	34	32723	90	27	30870	14	10	25623	11	8	42886	327	46
FAC MIX PCT:	0.40			0.29			0.28			0.04			0.03			1.00		
SALARY FACTOR:	1.00			0.91			0.93			0.93			0.92			0.99		
ALL MAJOR FIELDS																		
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of social sciences was reported in 48 of the 188 public institutions. The average salary of the 396 faculty was $36,566. This average salary was approximately 6.1 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of social sciences was reported in 40 of the same 188 public institutions. The average salary of the 358 faculty was $39,507. This average salary was approximately 8.2 percent lower than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of social sciences after three years in the public institutions studied was 8 percent ($39,507 minus $36,566 equals $2,941). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in social sciences average faculty salaries over the three-year period by 4.9 percent or an average of 1.6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of social sciences (8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.2 percent (10.2% minus 8.0% equals 2.2%) more than faculty in the discipline/major field of social sciences.

The reader may note that the faculty mix percentage in social sciences is lower at the professor rank than at the assistant professor rank in the 1989-90 study: 29 percent vs. 30 percent, but in the 1992-93 study it is higher at 33 percent vs. 28 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in social sciences in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5.3 percent (21/396) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 5 percent (18/358) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of social sciences was reported in 71 of the 297 private institutions. The average salary of the 487 faculty was $39,239. This average salary was 4.2 percent higher than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of social sciences was reported in 46 of the same 297 private institutions. The average salary of the 327 faculty was $42,886. This average salary was .7 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in social sciences after three years in the private institutions studied was 9.3 percent ($42,886 minus $39,239 equals $3,647). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 3.6 percent or 1.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus

$37,657 equals $5,518). In comparison to the discipline/major field of social sciences (9.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 5.4 percent (14.7% minus 9.3% equals 5.4%) more faculty in social sciences.

In the discipline/major field of social sciences, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 39 percent vs. 32 percent (1989-90), respectively; and 40 percent vs. 28 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in social sciences was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6 percent (29/489) vs. 5.4 percent (1,382/25,703), respectively, and higher in the 1992-93 private study: 4.3 percent (14/327) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of social sciences and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,568 (1.1%) faculty in the discipline/major field of social sciences participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of social sciences in 1989-90 in the public and private studies were 6 percent below and 4 percent above the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in social sciences in 1992-93 in the public and private studies were 8 percent below and 1 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in social sciences in the public institutions received an average annual salary increase of 1.6 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.2 percent below the cost-of-living.

Third, in the discipline/major field of social sciences the professor rank FAC MIX PCT is lower at the professor rank in 1989-90 and higher in the 1992-93 study. In the private studies the professor rank FAC MIX PCTs are higher than the assistant professor rank in both the 1989-90 and 1992-93 studies.

Finally, the hiring rate of new assistant professors in social sciences in the 1989-90 public study was lower than in ALL MAJOR FIELDS in 1989-90 and higher in 1992-93. In the 1989-90 and 1992-93 private studies the hiring rate was higher than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of social sciences is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
  South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
  University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College &
  Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)

Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN SOCIOLOGY
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe
and
George F. Howe

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including sociology. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of sociology in the _CIP_ is as follows:

> An instructional program that describes the systematic study of human social institutions and social relationships. Includes instruction in social theory, sociological research methods, social organization and structure, social stratification and hierarchies, dynamics of social change, family structures, social deviance and control, and applications to the study of specific social groups, social institutions, and social problems.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 148--45.1101).]

This article presents a summary of the overall average salary increases in the discipline/major field of sociology from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of

1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of sociology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a

given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .33 for associate professor of sociology in the 1989-90 public study means that 33 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .96 for associate professors in the discipline/major field of sociology in the 1989-90 public study means that their average salary is 4 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of sociology with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

```
                                                                        NEW
                                       ASSO              ASST           ASST
                   PROF                PROF              PROF           PROF              INSTRUCTOR         ALL RANKS
           SALARY NUM N/IN    SALARY NUM N/IN   SALARY NUM N/IN   SALARY NUM N/IN   SALARY NUM N/IN   SALARY NUM  N/IN

                                                DISCIPLINE: SOCIAL SCIENCES
PUBLIC, 1989-90:                                  MAJOR FIELD: SOCIOLOGY
AVERAGE
SALARY: 45797 467   133   37171 407   132   30284 324   122   28515  62    49   24570  42    28   38193 1240  158
FAC MIX
PCT:      0.38              0.33              0.26              0.05              0.03              1.00
SALARY
FACTOR:   0.96              0.96              0.95              0.92              1.01              0.98

                                                     ALL MAJOR FIELDS
AVERAGE
SALARY: 47675 14459       38628 11578       31938 12067       30892  2249       24285  3029       38789 41133 188
FAC MIX
PCT:      0.35              0.28              0.29              0.05              0.07              1.00

                                                DISCIPLINE: SOCIAL SCIENCES
PUBLIC, 1992-93:                                  MAJOR FIELD: SOCIOLOGY
AVERAGE
SALARY: 50365 468   127   40463 363   130   33187 299   115   31845  39    32   26506  40    31   42087 1170  154
FAC MIX
PCT:      0.40              0.31              0.26              0.03              0.03              1.00
SALARY
FACTOR:   0.96              0.95              0.93              0.93              1.00              0.98

                                                     ALL MAJOR FIELDS
AVERAGE
SALARY: 52457 14885       42528 12077       35529 12869       34198  1862       26557  3029       42746 42860 188
FAC MIX
PCT:      0.35              0.28              0.30              0.04              0.07              1.00
---------------------------------------------------------------------------------------------------------------------

                                                DISCIPLINE: SOCIAL SCIENCES
PRIVATE, 1989-90:                                 MAJOR FIELD: SOCIOLOGY
AVERAGE
SALARY: 44999 221   125   34691 303   165   28907 212   134   26344  39    32   24372  23    22   35764  759   228
FAC MIX
PCT:      0.29              0.40              0.28              0.05              0.03              1.00
SALARY
FACTOR:   0.95              0.94              0.94              0.88              0.99              0.95

                                                     ALL MAJOR FIELDS
AVERAGE
SALARY: 47390  8138       37041  8025       30809  8093       29894  1382       24640  1447       37657 25703 297
FAC MIX
PCT:      0.32              0.31              0.31              0.05              0.06              1.00

                                                DISCIPLINE: SOCIAL SCIENCES
PRIVATE, 1992-93:                                 MAJOR FIELD: SOCIOLOGY
AVERAGE
SALARY: 51360 269   142   40517 291   153   33198 218   135   31538  33    32   27239  14    14   41950  792   229
FAC MIX
PCT:      0.34              0.37              0.28              0.04              0.02              1.00
SALARY
FACTOR:   0.95              0.95              0.94              0.95              0.98              0.97

                                                     ALL MAJOR FIELDS
AVERAGE
SALARY: 54149  8627       42539  8327       35164  8585       33342  1122       27900  1349       43175 26888 297
FAC MIX
PCT:      0.32              0.31              0.32              0.04              0.05              1.00
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RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 158 of the 188 public institutions. The average salary of the 1,240 faculty was $38,193. This average salary was approximately 1.6 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of sociology was reported in 154 of the same 188 public institutions. The average salary of the 1,170 faculty was $42,087. This average salary was approximately 1.6 percent lower than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of sociology after three years in the public institutions studied was 10.2 percent ($42,087 minus $38,193 equals $3,894). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in sociology average faculty salaries over the three-year period by 2.7 percent or an average of .9 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of sociology (10.2%), therefore, the faculty in ALL MAJOR FIELDS received the same increase in their salaries as the faculty in the discipline/major field of sociology (10.2% minus 10.2% equals 0%).

The reader may note that the faculty mix percentage in sociology is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 38 percent vs. 26 percent, and in the 1992-93 study it is also higher: 40 percent vs. 26 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in sociology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 5 percent (62/1,240) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 3.3 percent (39/1,170) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of sociology was reported in 228 of the 297 private institutions. The average salary of the 759 faculty was $35,764. This average salary was 5.3 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of sociology was reported in 229 of the same 297 private institutions. The average salary of the 792 faculty was $41,950. This average salary was 2.9 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in sociology after three years in the private institutions studied was 17.3 percent ($41,950 minus $35,764 equals $6,186). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 4.4 percent or 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of sociology (17.3%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.6 percent (17.3% minus 14.7% equals 2.6%) less than faculty in sociology.

In the discipline/major field of sociology, the reader may note that the faculty mix percentage is higher at the professor rank in comparison to the assistant professor rank in both studies: 29 percent vs. 28 percent (1989-90), respectively; and 34 percent vs. 28 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in sociology was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.1 percent (39/759) vs. 5.4 percent (1,382/25,703), respectively, and the same in the 1992-93 private study: 4.2 percent (33/792) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of sociology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 3,961 (2.9%) faculty in the discipline/major field of sociology participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Athough many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of sociology in 1989-90 in the public and private studies were 2 percent below and 5 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in sociology in 1992-93 in the public and private studies were 2 percent below and 3 percent below the average slalry factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in sociology in the public institutions received an average annual salary increase of .9 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.5 percent above the cost-of-living.

Third, in the discipline/major field of sociology the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies.

Finally, the hiring rate of new assistant professors in sociology in the 1989-90 and 1992-93 public studies was lower than in ALL MAJOR FIELDS. In the 1989-90 private study it was also lower but in the 1992-93 private study it was the same.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of sociology is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

- Northeast Louisiana University (LA)
- North Adams State College (MA)
- Northeast Missouri State University (MO)
- Northeastern Illinois University (IL)
- Northern Arizona University (AZ)
- Northern Kentucky University (KY)
- Northern State University (SD)
- Northwestern State University of Louisiana (LA)
- Oakland University (MI)
- Old Dominion University (VA)
- Oregon Institute of Technology (OR)
- Peru State College (NE)
- Pittsburg State University (KS)
- Plymouth State College (NH)
- Portland State University (OR)
- Potsdam College of SUNY (NY)
- Queens College (CUNY) (NY)
- Radford University (VA)
- Ramapo College (NJ)
- Rhode Island College (RI)
- Saginaw Valley State University (MI)
- Salem State College (MA)
- Salisbury State University (MD)
- Sam Houston State University (TX)
- Sangamon State University (IL)
- Shepherd College (WV)
- Sonoma State University (CA)
- South Dakota School of Mines and Technology (SD)
- Southeast Missouri State University (MO)
- Southeastern Louisiana University (LA)
- Southeastern Oklahoma State University (OK)
- Southern College of Technology (GA)
- Southern Illinois University at Carbondale (IL)
- Southern Illinois University at Edwardsville (IL)
- Southern Oregon State College (OR)
- Southwest Missouri State University (MO)
- Southwest State University (MN)
- Southwest Texas State University (TX)
- St. Cloud State University (MN)
- State University College at Buffalo (NY)
- State University College-Old Westbury (NY)
- State University of New York College-Fredonia (NY)
- State University of New York-Institute of Technology at Utica/Rome (NY)
- Tennessee Technological University (TN)
- Texas A & M University-Galveston Campus (TX)
- Towson State University (MD)
- Trenton State College (NJ)
- University of Akron (OH)
- University of Alabama-Huntsville (The) (AL)
- University of Alaska Southeast (AK)
- University of Central Oklahoma (OK)
- University of Colorado at Denver (CO)
- University of Houston-Clear Lake (TX)
- University of Maine at Fort Kent (ME)
- University of Maryland-Baltimore County (MD)
- University of Massachusetts Dartmouth (MA)
- University of Massachusetts Lowell (MA)
- University of Minnesota Duluth (MN)
- University of Missouri-St. Louis (MO)
- University of Nebraska at Kearney (NE)
- University of Nebraska at Omaha (NE)
- University of North Carolina-Asheville (NC)
- University of North Carolina-Charlotte (NC)
- University of North Carolina-Greensboro (NC)
- University of North Carolina-Wilmington (NC)
- University of North Texas (TX)
- University of Northern Colorado (CO)
- University of Northern Iowa (IA)
- University of Pittsburgh-Bradford (PA)
- University of Pittsburgh-Johnstown (PA)
- University of Puerto Rico-Humacao University College (PR)
- University of South Alabama (AL)
- University of South Carolina-Aiken (SC)
- University of South Carolina-Coastal Carolina College (SC)
- University of South Carolina-Spartanburg (SC)
- University of Southern Colorado (CO)
- University of Southern Indiana (IN)
- University of Southern Mississippi (MS)
- University of Tennessee at Chattanooga (TN)
- University of Tennessee at Martin (The) (TN)
- University of Texas at San Antonio (TX)
- University of Texas at Tyler (TX)
- University of the District of Columbia (DC)
- University of the Virgin Islands (VI)
- University of Wisconsin-Eau Claire (WI)
- University of Wisconsin-La Crosse (WI)
- University of Wisconsin-Parkside (WI)
- University of Wisconsin-Platteville (WI)
- Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN SPECIAL EDUCATION FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe
and
Thalia Coleman

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including special education. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of special education in the CIP is as follows:

> An instructional program that generally describes the design and provision of teaching and other education services to children or adults with special learning needs or disabilities, and that may prepare individuals to function as special education teachers. Includes instruction in diagnosing learning disabilities, developing individual educational plans, teaching and supervising special education students, special education counseling, and applicable laws and policies.*
>
> *A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 78--13.1001).]

This article presents a summary of the overall average salary increases in the discipline/major field of special education from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of special education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (198990 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for associate professor of special education in the 1989-90 public study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .97 for associate professors in the discipline/major field of special education in the 1989-90 public study means that their average salary is 3 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of special education with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

```
                                                       NEW
                          ASSO            ASST         ASST
           PROF           PROF            PROF         PROF       INSTRUCTOR       ALL RANKS
    SALARY NUM N/IN  SALARY NUM N/IN SALARY NUM N/IN SALARY NUM N/IN SALARY NUM N/IN SALARY NUM   N/IN

                                    DISCIPLINE: EDUCATION
PUBLIC, 1989-90:               MAJOR FIELD: SPECIAL EDUCATION, GENERAL
AVERAGE
SALARY: 46550 202  58    37512 161  64    30799 137  57    28668  24  19    23830  28  23    38502  528     75
FAC MIX
PCT:      0.38             0.30             0.26             0.05             0.05             1.00
SALARY
FACTOR:   0.98             0.97             0.96             0.93             0.98             0.99

                                      ALL MAJOR FIELDS
AVERAGE
SALARY: 47675 14459       38628 11578     31938 12067      30892  2249      24285  3029      38789 41133  188
FAC MIX
PCT:      0.35             0.28             0.29             0.05             0.07             1.00

                                    DISCIPLINE: EDUCATION
PUBLIC, 1992-93:               MAJOR FIELD: SPECIAL EDUCATION, GENERAL
AVERAGE
SALARY: 51098 178  59    41481 154  62    34146 162  61    33438  35  30    27169   23 17    41857  517     76
FAC MIX
PCT:      0.34             0.30             0.31             0.07             0.04             1.00
SALARY
FACTOR:   0.97             0.98             0.96             0.98             1.02             0.98

                                      ALL MAJOR FIELDS
AVERAGE
SALARY:  52457 14885      42528 12077      35529 12869     34198  1862      26557  3029      42746 42860  188
FAC MIX
PCT:      0.35             0.28             0.30             0.04             0.07             1.00
---------------------------------------------------------------------------------------------------------


                                    DISCIPLINE: EDUCATION
PRIVATE, 1989-90:              MAJOR FIELD: SPECIAL EDUCATION, GENERAL
AVERAGE
SALARY: 46527  29  13    35775  42  27    28183  39  27    26647   7   7    22359    5  5    35328  115     42
FAC MIX
PCT:      0.25             0.37             0.34             0.06             0.04             1.00
SALARY
FACTOR:   0.98             0.97             0.91             0.89             0.91             0.94

                                      ALL MAJOR FIELDS
AVERAGE
SALARY: 47390  8138      37041  8025      30809  8093      29894  1382      24640  1447      37657 25703  297
FAC MIX
PCT:      0.32             0.31             0.31             0.05             0.06             1.00

                                    DISCIPLINE: EDUCATION
PRIVATE, 1992-93:              MAJOR FIELD: SPECIAL EDUCATION, GENERAL
AVERAGE
SALARY: 45949  29  18    39932  25  20    32863  31  22    32770   7   6    24393   5   5    38572   90     39
FAC MIX
PCT:      0.32             0.28             0.34             0.08             0.06             1.00
SALARY
FACTOR:   0.85             0.94             0.93             0.98             0.87             0.89

                                      ALL MAJOR FIELDS
AVERAGE
SALARY: 54149   8627     42539  8327      35164  8585      33342  1122      27900  1349      43175 26888  297
FAC MIX
PCT:      0.32             0.31             0.32             0.04             0.05             1.00
```

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 75 of the 188 public institutions. The average salary of the 528 faculty was $38,502. This average salary was approximately .7 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of special education was reported in 76 of the same 188 public institutions. The average salary of the 517 faculty was $41,857. This average salary was approximately 2.1 percent lower than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of special education after three years in the public institutions studied was 8.7 percent ($41,857 minus $38,502 equals $3,355). The CPI of increased cost-ofliving between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in special education average faculty salaries over the three-year period by 4.2 percent or an average of 1.4 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of special education (8.7%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 1.5 percent (10.2% minus 8.7% equals 1.5%) more than faculty in the discipline/major field of special education.

The reader may note that the faculty mix percentage in special education is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 38 percent vs. 26 percent, and in the 1992-93 study it is 34 percent vs. 31 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in special education in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.5 percent (24/528) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 6.8 percent (35/517) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of special education was reported in 42 of the 297 private institutions. The average salary of the 115 faculty was $35,328. This average salary was 6.6 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/major field of special education was reported in 39 of the same 297 private institutions. The average salary of the 90 faculty was $38,572. This average salary was 11.9 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in special education after three years in the private institutions studied was 9.2 percent ($38,572 minus $35,328 equals $3,244). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries of special education over the three-year time period, is 3.7 percent or 1.2 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of special education (11.9%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.8 percent (14.7% minus 11.9% equals 2.8%) more than faculty in special education.

In the discipline/major field of special education, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 25 percent vs. 34 percent (1989-90), respectively; and 32 percent vs. 34 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in special education was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6.1 percent (7/115) vs. 5.4 percent (1,382/-25,703), respectively, and higher in the 1992-93 private study: 7.8 percent (7/90) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of special education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,250 (.9%) faculty in the discipline/major field of speical education participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of special education in 1989-90 in the public and private studies were 1 percent below and 6 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in special education in 1992-93 in the public and private studies were 2 percent below and 11 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in special education in the public institutions received an annual salary increase of 1.4 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.2 percent below the cost-of-living.

Third, in the discipline/major field of special education the professor rank FAC MIX PCTs are higher than those in the assistant professor rank in both the 1989-90 and 1992-93 public studies, but they are lower in the two private studies.

Finally, the hiring rate of new assistant professors in special education in the 1989-90 public study was lower than in ALL MAJOR FIELDS but higher in the 1992-93 public study. In the private studies of 1989-90 and 1992-93 the hiring rate is higher for both studies.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of special education is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

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APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN SPEECH PATHOLOGY AND AUDIOLOGY FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe
and
Mary Ruth Sizer

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including speech pathology and audiology. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/-major field of speech pathology and audiology in the _CIP_ is as follows:

> An instructional program that prepares individuals to provide therapeutic care to persons with hearing and related communications disorders. Includes instruction in the principles of audiology; structure and development of hearing and communications disorders; speech disorder and hearing loss identification and assessment; aural rehabilitations; psychosocial and educational effects of speech and hearing disorders; and the planning and management of patient therapy.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], pp. 169-170--51.0204).]

This article presents a summary of the overall average salary increases in the discipline/major field of speech pathology and audiology from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's

PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of speech pathology/audiology for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .31 for associate professor of speech pathology and audiology in the 1989-90 public study means that 31 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of 1.00 for associate professors in the discipline/major field of speech pathology and audiology in the 1989-90 public study means that their average salary is equal to the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of speech pathology and audiology with the entire data base for each study.

Of particular import to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

```
                                                                 NEW
                               ASSO            ASST              ASST
           PROF                PROF            PROF              PROF           INSTRUCTOR          ALL RANKS
       SALARY NUM N/IN    SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM    N/IN

                                  DISCIPLINE: HEALTH PROFESSIONS & RELATED
PUBLIC, 1989-90:                 MAJOR FIELD: SPEECH PATHOLOGY AND AUDIOLOGY
AVERAGE
SALARY: 47971  110  43   38633 105  37   30661  97  42   30544   15 13   24352  25  15   38327   337   52
FAC MIX
PCT:     0.33             0.31            0.29            0.04            0.07            1.00
SALARY
FACTOR:  1.01             1.00            0.96            0.99            1.00            0.99

                                           ALL MAJOR FIELDS
AVERAGE
SALARY: 47675 14459       38628 11578     31938 12067     30892  2249     24285  3029     38789 41133  188
FAC MIX
PCT:     0.35             0.28            0.29            0.05            0.07            1.00

                                  DISCIPLINE: HEALTH PROFESSIONS & RELATED
PUBLIC, 1992-93:                 MAJOR FIELD: SPEECH PATHOLOGY AND AUDIOLOGY
AVERAGE
SALARY: 53414  105  44   41644 107  42   34609 118  43   34115   17 15   27566  35  21   41405   365   54
FAC MIX
PCT:     0.29             0.29            0.32            0.05            0.10            1.00
SALARY
FACTOR:  1.02             0.98            0.97            1.00            1.04            0.97

                                           ALL MAJOR FIELDS
AVERAGE
SALARY:  52457 14885      42528 12077     35529 12869     34198  1862     26557  3029     42746 42860  188
FAC MIX
PCT:     0.35             0.28            0.30            0.04            0.07            1.00
---------------------------------------------------------------------------------------------------------

                                  DISCIPLINE: HEALTH PROFESSIONS & RELATED
PRIVATE, 1989-90:                MAJOR FIELD: SPEECH PATHOLOGY AND AUDIOLOGY
AVERAGE
SALARY: 49370   19  11   37447  29  12   32182  29  11   31500    4  3   24652   9  5    35966    86   19
FAC MIX
PCT:     0.22             0.34            0.34            0.05            0.10            1.00
SALARY
FACTOR:  1.04             1.01            1.04            1.05            1.00            0.98

                                           ALL MAJOR FIELDS
AVERAGE
SALARY: 47390  8138      37041  8025     30809  8093     29894  1382     24640  1447     37657 25703  297
FAC MIX
PCT:     0.32             0.31            0.31            0.05            0.06            1.00

                                  DISCIPLINE: HEALTH PROFESSIONS & RELATED
PRIVATE, 1992-93:                MAJOR FIELD: SPEECH PATHOLOGY AND AUDIOLOGY
AVERAGE
SALARY: 55558   20  12   40306  18   8   34563  16   9   36000    1  1   29588   8  6    42361    62   17
FAC MIX
PCT:     0.32             0.29            0.26            0.02            0.13            1.00
SALARY
FACTOR:  1.03             0.95            0.98            1.08            1.06            0.98

                                           ALL MAJOR FIELDS
AVERAGE
SALARY: 54149   8627     42539  8327     35164  8585     33342  1122     27900  1349     43175 26888  297
FAC MIX
PCT:     0.32             0.31            0.32            0.04            0.05            1.00
```

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of speech pathology and audiology was reported in 52 of the 188 public institutions. The average salary of the 337 faculty was $38,327. This average salary was approximately 1.2 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of speech pathology and audiology was reported in 54 of the same 188 public institutions. The average salary of the 365 faculty was $41,405. This average salary was approximately 3.2 percent lower than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of speech pathology and audiology after three years in the public institutions studied was 8 percent ($41,405 minus $38,327 equals $3,078). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in speech pathology and audiology average faculty salaries over the three-year period by 4.9 percent or an average of 1.6 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of speech pathology and audiology (8%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 2.2 percent (10.2% minus 8% equals 2.2%) more than faculty in the discipline/major field of speech pathology and audiology.

The reader may note that the faculty mix percentage in speech pathology and audiology is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 33 percent vs. 29 percent, and in the 1992-93 study it is lower at 29 percent vs. 32 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in speech pathology and audiology in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.5 percent (15/337) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 4.7 percent (17/365) vs. 4.3 percent (1,862/-42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of speech pathology and audiology was reported in 19 of the 297 private institutions. The average salary of the 86 faculty was $36,966. This average salary was 1.9 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of speech pathology and audiology was reported in 17 of the same 297 private institutions. The average salary of the 62 faculty was $42,361. This average salary was 1.9 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in speech pathology and audiology after three years in the private institutions studied was 14.6 percent ($42,361 minus $36,966 equals $5,395). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.7 percent or .6 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of speech pathology and audiology (14.6%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .1 percent (14.7% minus 14.6% equals .1.4%) more faculty in speech pathology and audiology.

In the discipline/major field of speech pathology and audiology, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in the 1989-90 study: 22 percent vs. 34 percent, respectively; and it is higher in the 1992-93 study: 32 percent vs. 26 percent, respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-1990), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in speech pathology and audiology was lower than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 4.7 percent (4/86) vs. 5.4 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 1.6 percent (1/62) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of speech pathology and audiology and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 850 (.6%) faculty in the discipline/major field of speech pathology and audiology participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of speech pathology and audiology in 1989-90 in the public and private studies were 1 percent below and 2 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in speech pathology and audiology in 1992-93 in the public and private studies were 3 percent below and 2 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in speech pathology and audiology in the public institutions received an average annual salary increase of 1.6 percent below the cost-of-living. In the private institutions the annual average salary increase was 1.7 percent above the cost-of-living.

Third, in the discipline/major field of speech pathology and audiology the professor rank FAC MIX PCTs are higher than in the assistant professor rank in the 1989-90 study and lower in the 1992-93 study. In the private studies the professor rank FAC MIX PCTs are lower in the 1989-90 study and higher in the 1992-93 study.

Finally, the hiring rate of new assistant professors in speech pathology and audiology in the 1989-90 public study is lower than in ALL MAJOR FIELDS. In the 1992-93 study the hiring rate is higher than in ALL MAJOR FIELDS. The hiring rate is lower than in ALL MAJOR FIELDS for both private study years.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of speech pathology and audiology is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Mary Ruth Sizer is a clinical audiologist in the Department of Language, Reading and Exceptionalities at Appalachian State University.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN TEACHER EDUCATION FOR THE YEARS 1989-90 AND 1992-93

By
Richard D. Howe
and
Doris V. Banner

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including teacher education. The disciplines were chosen from among those defined by _A Classification of Instructional Programs_ (_CIP_), 1990. The definition of the discipline/major field of teacher education in the _CIP_ is as follows:

> A group of instructional programs that prepare individuals to teach subject matter in specific academic and vocational programs at various educational levels.*
>
> [*_A Classification of Instructional Programs_ (Washington, D.C.: National Center for Education Statistics, [1990], p. 80--13.13).]

This article presents a summary of the overall average salary increases in the discipline/major field of teacher education from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of teacher education for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .26 for associate professor of teacher education in the 1989-90 public study means that 26 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .95 for associate professors in the discipline/major field of teacher education in the 1989-90 public study means that their average salary is 5 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of teacher education with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

PUBLIC, 1989-90:

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	44905	469	70	36750	310	68	30009	366	74	28777	92	43	24173	69	35	37153	1214	77
FAC MIX PCT:	0.39			0.26			0.30			0.08			0.06			1.00		
SALARY FACTOR:	0.94			0.95			0.94			0.93			1.00			0.96		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	47675	14459		38628	11578		31938	12067		30892	2249		24285	3029		38789	41133	188
FAC MIX PCT:	0.35			0.28			0.29			0.05			0.07			1.00		

PUBLIC, 1992-93:

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	49239	224	48	40212	209	48	34160	296	48	31167	37	22	26520	95	30	38913	824	55
FAC MIX PCT:	0.27			0.25			0.36			0.04			0.12			1.00		
SALARY FACTOR:	0.94			0.95			0.96			0.91			1.00			0.91		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	52457	14885		42528	12077		35529	12869		34198	1862		26557	3029		42746	42860	188
FAC MIX PCT:	0.35			0.28			0.30			0.04			0.07			1.00		

PRIVATE, 1989-90:

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	39794	113	55	32067	148	69	26855	156	71	26957	29	25	21814	24	19	31645	441	87
FAC MIX PCT:	0.26			0.34			0.35			0.07			0.05			1.00		
SALARY FACTOR:	0.84			0.87			0.87			0.90			0.89			0.84		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	47390	8138		37041	8025		30809	8093		29894	1382		24640	1447		37657	25703	297
FAC MIX PCT:	0.32			0.31			0.31			0.05			0.06			1.00		

PRIVATE, 1992-93:

DISCIPLINE: EDUCATION
MAJOR FIELD: TEACHER EDUCATION

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	45618	68	36	36605	99	48	31663	114	52	30741	22	18	26691	17	13	36205	298	66
FAC MIX PCT:	0.23			0.33			0.38			0.07			0.06			1.00		
SALARY FACTOR:	0.84			0.86			0.90			0.92			0.96			0.84		

ALL MAJOR FIELDS

	PROF SALARY	PROF NUM	PROF N/IN	ASSO PROF SALARY	ASSO PROF NUM	ASSO PROF N/IN	ASST PROF SALARY	ASST PROF NUM	ASST PROF N/IN	NEW ASST PROF SALARY	NEW ASST PROF NUM	NEW ASST PROF N/IN	INSTRUCTOR SALARY	INSTRUCTOR NUM	INSTRUCTOR N/IN	ALL RANKS SALARY	ALL RANKS NUM	ALL RANKS N/IN
AVERAGE SALARY:	54149	8627		42539	8327		35164	8585		33342	1122		27900	1349		43175	26888	297
FAC MIX PCT:	0.32			0.31			0.32			0.04			0.05			1.00		

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of teacher education was reported in 77 of the 188 public institutions. The average salary of the 1,214 faculty was $37,153. This average salary was approximately 4.4 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of teacher education was reported in 55 of the same 188 public institutions. The average salary of the 824 faculty was $38,913. This average salary was approximately 9.9 percent lower than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of teacher education after three years in the public institutions studied was 4.7 percent ($38,913 minus $37,153 equals $1,760). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in teacher education average faculty salaries over the three-year period by 8.2 percent or an average of 2.7 percent each year below the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of teacher education (4.7%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 5.5 percent (10.2% minus 4.7% equals 5.5%) more than faculty in the discipline/major field of teacher education.

The reader may note that the faculty mix percentage in teacher education is higher at the professor rank than at the assistant professor rank in the 1989-90 study: 39 percent vs. 30 percent, and in the 1992-93 study the faculty mix percentage is lower at the professor rank than at the assistant professor rank: 27 percent vs. 36 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in teacher education in the public studies was higher than the hiring rate of ALL MAJOR FIELDS in 1989-90, 7.6 percent (92/1,214) vs. 5.5 percent (2,249/41,133), respectively; and higher in 1992-93, 4.5 percent (37/824) vs. 4.3 percent (1,862/42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of teacher education was reported in 87 of the 297 private institutions. The average salary of the 441 faculty was $31,645. This average salary was 19 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of teacher education was reported in 66 of the same 297 private institutions. The average salary of the 298 faculty was $36,205. This average salary was 19.3 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in teacher education after three years in the private institutions studied was 14.4 percent ($36,205 minus $31,645 equals $4,560). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 1.5 percent or .5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of teacher education (14.4%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by .3 percent (14.7% minus 14.4% equals .3%) more than faculty in teacher education.

In the discipline/major field of teacher education, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 26 percent vs. 35 percent (1989-90), respectively; and 23 percent vs. 38 percent, (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in teacher education was higher than the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 6.6 percent (29/441) vs. 5.4 percent (1,382/-25,703), respectively, and higher in the 1992-93 private study: 7.4 percent (22/298) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the academic discipline/-major field of teacher education and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 2,777 (2%) faculty in the discipline/major field of teacher education participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public instituitons and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of teacher education in 1989-90 in the public and private studies were 4 percent below and 16 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in teacher education in 1992-93 in the public and private studies were 9 percent below and 16 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in teacher education in the public institutions received an average annual salary increase of 2.7 percent below the cost-of-living. In the private institutions the annual average salary increase was .5 percent above the cost-of-living.

Third, in the discipline/major field of teacher education the professor rank FAC MIX PCTs are higher in the 1989-90 public study and lower in the 1992-93 public study. In the private studies the professor rank is lower than in the assistant professor rank.

Finally, the hiring rate of new assistant professors in teacher education in the 1989-90 and 1992-93 public and private studies is higher than in ALL MAJOR FIELDS.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of teacher education is being developed, it is anticipated that this current information will be a valuable reference tool for interested aministrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Doris V. Banner is a professor of education at Gardner-Webb University, Boiling Springs, North Carolina.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University of Pennsylvania (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University at Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina-Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College &
  Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)

Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University ([illegible]
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington and Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MO)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297

SALARY-TREND STUDY OF FACULTY IN VISUAL AND PERFORMING ARTS
FOR THE YEARS
1989-90 AND 1992-93

By
Richard D. Howe
and
Roy Jones

Since 1982-83 the College and University Personnel Association (CUPA) in Washington, D.C., in cooperation with Appalachian State University in Boone, North Carolina, has conducted annual national faculty salary studies by discipline and rank each year through 1992-93. Each year two separate studies are conducted, one for public senior colleges and universities, and the other for private senior colleges and universities.

Salary data for each study were collected and tabulated for full-time teaching faculty in 39 selected academic disciplines including visual and performing arts. The disciplines were chosen from among those defined by A Classification of Instructional Programs (CIP), 1990. The definition of the discipline/major field of visual and performing arts in the CIP is as follows:

> A summary of groups of instructional programs that describe the creation and interpretation of works and performances that use auditory, kinesthetic, and visual phenomena to express ideas and emotions in various forms, subject to aesthetic criteria.*
>
> [*A Classification of Instructional Programs (Washington, D.C.: National Center for Education Statistics, [1990], p. 161--50.).]

This article presents a summary of the overall average salary increases in the discipline/major field of visual and performing arts from the "baseline year" of 1989-90 to and including the "trend year" of 1992-93 for both public and private institutions. Of the 278 institutions which participated in CUPA's

PUBLIC study of 1989-90, 188 also participated in 1992-93. Data from those same 188 institutions were used in both the baseline year and the trend year. Of the 460 institutions which participated in CUPA's PRIVATE study of 1989-90, 297 also participated in 1992-93. Data from those same 297 institutions were used in both the baseline year and the trend year.

This article lists the average salaries of visual and performing arts for both public and private participating institutions by rank, including NEW ASST PROF (new assistant professor), the FAC MIX PCT (faculty mix percentage) and the SALARY FACTOR. In addition, comparisons are made with the CPI (Consumer Price Index) of changes in cost-of-living between the two studies for each of the two study years (1989-90 and 1992-93).

The CPI uses a base period of 1982-84 and is based on prices of food, clothing, shelter and fuels, transportation, medical care, entertainment, and other goods and services that people buy for day-to-day living. In examining trends in faculty salary, it is important to consider any changes in the purchasing power of salaries due to inflation. Thus by comparing changes in the faculty salaries with the CPI, a more precise representation of "real" salary increases is yielded.

The salary is based on a nine- or ten-month academic year salary of full-time faculty only. It does not include any faculty members teaching less than 51 percent. Salary for summer academic work, fringe benefits, and perquisites are not included in the salary data. The average salary is based on the study information with the assumption that all employees are full-time. The average salary displayed is an average of all faculty salaries reported for a given rank and discipline.

The "NUM" means the number of faculty members whose salaries were included to compute the average salary.

The "N/IN" means the number of institutions that reported salary data for

a given academic rank and discipline/major field.

The FAC MIX PCT is the percentage of faculty in a given discipline/major field who hold a given academic rank. For example, a FAC MIX PCT factor of .30 for associate professor of visual and performing arts in the 1989-90 public study means that 30 percent of the faculty in that discipline/major field hold the rank of associate professor.

The SALARY FACTOR for a given rank of a given discipline/major field is the ratio of the average salary to the total average salary of all institutions in each of the four studies: PUBLIC 1989-90, PUBLIC 1992-93, PRIVATE 1989-90 and PRIVATE 1992-93. For example, a SALARY FACTOR of .91 for associate professors in the discipline/major field of visual and performing arts in the 1989-90 public study means that their average salary is 9 percent lower than the average salary of all associate professors in all institutions in that study.

NEW ASST PROF is the grouping of assistant professors who were hired for the first time in the fall of the study year (1989-90 or 1992-93). All information for this group was included in the ASST PROF group for reporting purposes. This group is used mainly for new hiring information.

ALL MAJOR FIELDS is the entire data base for all 39 disciplines/major fields in each of the four studies. It is used to compare, among other things, the discipline/major field of visual and performing arts with the entire data base for each study.

Of particular importance to the reader is noting the size of the sample on which each percentage or dollar value is based. The smaller the number in the group, the greater the effect of extreme scores on a descriptive statistic such as the average. It should be noted also that any large disparity in the sample sizes between the "baseline year" of 1989-90 and the "trend year" of 1992-93 will lessen the reliability and validity of any conclusions that one might make based on a simple comparison of averages.

```
                                                                NEW
                                  ASSO              ASST        ASST
                 PROF             PROF              PROF        PROF          INSTRUCTOR         ALL RANKS
          SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM N/IN  SALARY NUM  N/IN

                                        DISCIPLINE: VISUAL & PERFORMING ARTS
PUBLIC, 1989-90:                       MAJOR FIELD: VISUAL & PERFORMING  ARTS
AVERAGE
SALARY: 43613 168    53   34977 183    51   28716 214    60   26102  29    15   24624  45    24   34395 610     69
FAC MIX
PCT:      0.28            0.30              0.35              0.05              0.07              1.00
SALARY
FACTOR:   0.91            0.91              0.90              0.84              1.01              0.89

                                                 ALL MAJOR FIELDS
AVERAGE
SALARY: 47675 14459       38628 11578       31938 12067       30892  2249       24285  3029       38789 41133 188
FAC MIX
PCT:      0.35            0.28              0.29              0.05              0.07              1.00

                                        DISCIPLINE: VISUAL & PERFORMING ARTS
PUBLIC, 1992-93:                        MAJOR FIELD: VISUAL & PERFORMING ARTS
AVERAGE
SALARY: 49278 179    44   39752 207    49   32186 216    48   29445  18    11   25814  29    14   39223 631     58
FAC MIX
PCT:      0.28            0.33              0.34              0.03              0.05              1.00
SALARY
FACTOR:   0.94            0.93              0.91              0.86              0.97              0.92

                                                 ALL MAJOR FIELDS
AVERAGE
SALARY: 52457 14885       42528 12077       35529 12869       34198  1862       26557  3029       42746 42860 188
FAC MIX
PCT:      0.35            0.28              0.30              0.04              0.07              1.00
-----------------------------------------------------------------------------------------------------------------

                                        DISCIPLINE: VISUAL & PERFORMING ARTS
PRIVATE, 1989-90:                       MAJOR FIELD: VISUAL & PERFORMING ARTS
AVERAGE
SALARY: 43132  96    40   33265 133    48   27440 142    48   28900  20    13   23684  22    16   33034 393     75
FAC MIX
PCT:      0.24            0.34              0.36              0.05              0.06              1.00
SALARY
FACTOR:   0.91            0.90              0.89              0.97              0.96              0.88

                                                 ALL MAJOR FIELDS
AVERAGE
SALARY: 47390  8138       37041  8025       30809  8093       29894  1382       24640  1447       37657 25703 297
FAC MIX
PCT:      0.32            0.31              0.31              0.05              0.06              1.00

                                        DISCIPLINE: VISUAL & PERFORMING ARTS
PRIVATE, 1992-93:                       MAJOR FIELD: VISUAL & PERFORMING ARTS
AVERAGE
SALARY: 50948  78    33   39056 116    44   31263 105    44   31046  13     7   27857  17    14   38799 316     65
FAC MIX
PCT:      0.25            0.37              0.33              0.04              0.05              1.00
SALARY
FACTOR:   0.94            0.92              0.89              0.93              1.00              0.90

                                                 ALL MAJOR FIELDS
AVERAGE
SALARY: 54149  8627       42539  8327       35164  8585       33342  1122       27900  1349       43175 26888 297
FAC MIX
PCT:      0.32            0.31              0.32              0.04              0.05              1.00
```

RESULTS OF THE TWO PUBLIC STUDIES, 1989-90 AND 1992-93

In the PUBLIC 1989-90 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 69 of the 188 public institutions. The average salary of the 610 faculty was $34,395. This average salary was approximately 12.8 percent lower than the average salary of $38,789 for all 41,133 faculty in ALL MAJOR FIELDS in the 1989-90 public study.

In the PUBLIC 1992-93 salary study in the above table, the discipline/major field of visual and performing arts was reported in 58 of the same 188 public institutions. The average salary of the 631 faculty was $39,223. This average salary was approximately 9 percent lower than the average salary of $42,746 for all 42,860 faculty in ALL MAJOR FIELDS in the 1992-93 public study.

The increase in average salaries for all faculty in the discipline/major field of visual and performing arts after three years in the public institutions studied was 14 percent ($39,223 minus $34,395 equals $4,828). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. In comparison with the CPI, there was a relative increase in visual and performing arts average faculty salaries over the three-year period by 1.1 percent or an average of .4 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the public institutions studied was 10.2 percent ($42,746 minus $38,789 equals $3,957). In comparison to the discipline/major field of visual and performing arts (14%), therefore, the faculty in ALL MAJOR FIELDS received a relative increase in their salaries of 3.8 percent (14% minus 10.2% equals 3.8%) less than faculty in the discipline/major field of visual and performing arts.

The reader may note that the faculty mix percentage in visual and performing arts is lower at the professor rank than at the assistant professor rank in

the 1989-90 study: 28 percent vs. 35 percent, and in the 1992-93 study it is 28 percent vs. 34 percent, respectively. The differences in faculty mix percentage at the ranks of professor and assistant professor in ALL MAJOR FIELDS for both public studies are as follows: 35 percent vs. 29 percent (1989-90) and 35 percent vs. 30 percent (1992-93), respectively.

Finally, the hiring rate of new assistant professors in visual and performing arts in the public studies was lower than the hiring rate of ALL MAJOR FIELDS in 1989-90, 4.8 percent (29/610) vs. 5.5 percent (2,249/41,133), respectively; and lower in 1992-93, 2.9 percent (18/631) vs. 4.3 percent (1,862/-42,860), respectively.

RESULTS OF THE TWO PRIVATE STUDIES, 1989-90 AND 1992-93

In the PRIVATE 1989-90 salary study in the above table, the reader may note that the discipline/major field of visual and performing arts was reported in 75 of the 297 private institutions. The average salary of the 393 faculty was $33,034. This average salary was 14 percent lower than the average salary of $37,657 for all 25,703 faculty in ALL MAJOR FIELDS in the 1989-90 private study.

In the PRIVATE 1992-93 salary study in the above table, the discipline/-major field of visual and performing arts was reported in 65 of the same 297 private institutions. The average salary of the 316 faculty was $38,799. This average salary was 11.3 percent lower than the average salary of $43,175 for all 26,888 faculty in ALL MAJOR FIELDS in the 1992-93 private study.

The increase in average salaries for all faculty in visual and performing arts after three years in the private institutions studied was 17.5 percent ($38,799 minus $33,034 equals $5,765). The CPI of increased cost-of-living between October 1989 and October 1992 was 12.9 percent. A more realistic increase, therefore, in the average faculty salaries over the three-year time period, is 4.6 percent or 1.5 percent each year above the cost-of-living.

The increase in average salaries for all faculty in ALL MAJOR FIELDS after three years in the private institutions studied was 14.7 percent ($43,175 minus $37,657 equals $5,518). In comparison to the discipline/major field of visual and performing arts (17.5%), therefore, the faculty in ALL MAJOR FIELDS increased their salaries by 2.8 percent (17.5% minus 14.7% equals 2.8%) less than faculty in visual and performing arts.

In the discipline/major field of visual and performing arts, the reader may note that the faculty mix percentage is lower at the professor rank in comparison to the assistant professor rank in both studies: 24 percent vs. 36 percent (1989-90), respectively; and 25 percent vs. 33 percent (1992-93), respectively. The differences in the ranks of professor and assistant professor in ALL MAJOR FIELDS for both private studies are as follows: 32 percent vs. 31 percent (1989-90), and 32 percent vs. 32 percent (1992-93), respectively.

Finally, the reader may note that the hiring rate of new assistant professors in visual and performing arts was equal to the hiring rate in ALL MAJOR FIELDS in the 1989-90 private study: 5.1 percent (20/393) vs. 5.1 percent (1,382/25,703), respectively, and lower in the 1992-93 private study: 4.1 percent (13/316) vs. 4.2 percent (1,122/26,888), respectively.

CONCLUDING REMARKS

This article presented salary-trend information on the adademic discipline/major field of visual and performing arts and compared that information with ALL MAJOR FIELDS and with the CPI over a period of three years from the "baseline year" of 1989-90 through the "trend year" of 1992-93. Two studies, one for public institutions, and the other for private institutions were conducted for the baseline year and for the trend year--a total of four studies. A total of 1,950 (1.4%) faculty in the discipline/major field of visual and performing arts participated and were included in the 39 disciplines/major fields in each of the four studies and in the overall total of 136,584 participating faculty. The same 188 public institutions and the same 297 private institutions in the United States participated in the baseline year and in the trend year.

Although many interpolations and extrapolations of the data may be made, a few of the more important ones are as follows. First, the average faculty salary in the discipline/major field of visual and performing arts in 1989-90 in the public and private studies were 11 percent below and 12 percent below the average faculty salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively. The average faculty salary for all ranks in visual and performing arts in 1992-93 in the public and private studies were 8 percent below and 10 percent below the average salary factors for all ranks in ALL MAJOR FIELDS (1.00), respectively.

Second, the CPI of October 1992 increased 12.9 percent from the CPI of October 1989, and indicates that the faculty in visual and performing arts in the public institutions received an average annual salary increase of .4 percent above the cost-of-living. In the private institutions the annual average salary increase was 1.5 percent above the cost-of-living.

Third, in the discipline/major field of visual and performing arts the professor rank FAC MIX PCTs are lower than those in the assistant professor rank in both the 1989-90 and 1992-93 public and private studies.

Finally, the hiring rate of new assistant professors in visual and performing arts in the 1989-90 and 1992-93 public studies is lower than that in ALL MAJOR FIELDS. In the private studies the hiring rate is equal to that in ALL MAJOR FIELDS in 1989-90 and lower than in 1992-93.

Now that a rather significant data base of average faculty salaries in the individual academic discipline/major field of visual and performing arts is being developed, it is anticipated that this current information will be a valuable reference tool for interested administrators and professors.

Richard D. Howe is the originator and director of the annual CUPA faculty salary studies. He is a professor of leadership and higher education at Appalachian State University, Boone, North Carolina. Co-author Roy Jones is an assistant professor in the Extension Division of Virginia Polytechnic Institute and State University, Blacksburg, Virginia.

APPENDICES:

A - OVERALL LIST OF SELECTED DISCIPLINES, page 10

B - LIST OF PUBLIC Participating Institutions, page 11

C - LIST OF PRIVATE Participating Institutions, page 14

APPENDIX A

OVERALL LIST OF SELECTED DISCIPLINES

ACCOUNTING

ANTHROPOLOGY

BIOLOGICAL SCIENCES/LIFE SCIENCES

BUSINESS ADMINISTRATION AND MANAGEMENT

BUSINESS MANAGEMENT AND ADMINISTRATIVE SERVICES

BUSINESS/MANAGERIAL ECONOMICS

BUSINESS MARKETING AND MARKETING MANAGEMENT

CHEMISTRY

COMMUNICATIONS

COUNSELOR EDUCATION/STUDENT COUNSELING AND GUIDANCE SERVICES

CURRICULUM AND INSTRUCTION

DRAMA/THEATER ARTS

ECONOMICS

EDUCATION

ENGINEERING

ENGINEERING-RELATED TECHNOLOGIES

ENGLISH LANGUAGES AND LITERATURES/LETTERS

FOREIGN LANGUAGES AND LITERATURES

GEOGRAPHY

GEOLOGY

HISTORY

HOME ECONOMICS

LIBRARY SCIENCE

MATHEMATICS

MULTI/INTERDISCIPLINARY STUDIES

NURSING (R.N. TRAINING)

PHILOSOPHY AND RELIGION

PHYSICAL SCIENCES

PHYSICS

POLITICAL SCIENCE AND GOVERNMENT

PROTECTIVE SERVICES

PSYCHOLOGY

READING TEACHER EDUCATION

SOCIAL SCIENCES

SOCIOLOGY

SPECIAL EDUCATION

SPEECH PATHOLOGY AND AUDIOLOGY

TEACHER EDUCATION

VISUAL AND PERFORMING ARTS

TOTAL: 39

APPENDIX B

CUPA Public Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Adams State College (CO)
Alabama State University (AL)
Angelo State University (TX)
Appalachian State University (NC)
Arkansas Tech University (AR)
Auburn University at Montgomery (AL)
Augusta College (GA)
Austin Peay State University (TN)
Ball State University (IN)
Black Hills State University (SD)
Bloomsburg University of Pennsylvania (PA)
Bluefield State College (WV)
Boise State University (ID)
Bridgewater State College (MA)
California State University-Fullerton (CA)
California State University-Los Angeles (CA)
Castleton State College (VT)
Central Michigan University (MI)
Central Missouri State University (MO)
Chadron State College (NE)
Christopher Newport University (VA)
Citadel, (The) The Military College of
  South Carolina (SC)
Clarion University of Pennsylvania (PA)
Cleveland State University (OH)
Clinch Valley College of the
  University of Virginia (VA)
Columbus College (GA)
Dakota State University (SD)
Delta State University (MS)
East Central University (OK)
East Stroudsburg University (PA)
East Texas State University at Texarkana (TX)
Eastern Connecticut State University (CT)
Eastern Illinois University (IL)
Eastern New Mexico University (NM)
Edinboro University of Pennsylvania (PA)
Emporia State University (KS)
Fayetteville State University (NC)
Fort Hays State University (KS)
Francis Marion University (SC)
Frostburg State University (MD)
Georgia College (GA)
Georgia Southern University (GA)
Georgia Southwestern College (GA)
Georgia State University (GA)
Glenville State College (WV)
Grambling State University (LA)
Grand Valley State University (MI)
Harris-Stowe State College (MO)
Indiana State University (IN)
Indiana University of Pennsylvania (PA)
Jackson State University (MS)
Jacksonville State University (AL)
James Madison University (VA)
Kennesaw State College (GA)
Kent State University (OH)
Kutztown University (PA)
Lander University (SC)
Lincoln University (MO)
Lincoln University of Pennsylvania (PA)
Livingston University (AL)
Longwood College (VA)
Louisiana State University in Shreveport (LA)
Louisiana Tech University (LA)
Marshall University (WV)
Mary Washington College (VA)
McNeese State University (LA)
Memphis State University (TN)
Mesa State College (CO)
Metropolitan State College of Denver (CO)
Metropolitan State University (MN)
Middle Tennessee State University (TN)
Millersville University of Pennsylvania (PA)
Mississippi University for Women (MS)
Mississippi Valley State University (MS)
Missouri Western State College (MO)
Montclair State College (NJ)
Moorehead State University (MN)
Morehead State University (KY)
Morgan State University (MD)
Murray State University (KY)
New Jersey Institute of Technology (NJ)
New Mexico Highlands University (NM)

Participating Institutions (continued):

Northeast Louisiana University (LA)
North Adams State College (MA)
Northeast Missouri State University (MO)
Northeastern Illinois University (IL)
Northern Arizona University (AZ)
Northern Kentucky University (KY)
Northern State University (SD)
Northwestern State University of Louisiana (LA)
Oakland University (MI)
Old Dominion University (VA)
Oregon Institute of Technology (OR)
Peru State College (NE)
Pittsburg State University (KS)
Plymouth State College (NH)
Portland State University (OR)
Potsdam College of SUNY (NY)
Queens College (CUNY) (NY)
Radford University (VA)
Ramapo College (NJ)
Rhode Island College (RI)
Saginaw Valley State University (MI)
Salem State College (MA)
Salisbury State University (MD)
Sam Houston State University (TX)
Sangamon State University (IL)
Shepherd College (WV)
Sonoma State University (CA)
South Dakota School of Mines and Technology (SD)
Southeast Missouri State University (MO)
Southeastern Louisiana University (LA)
Southeastern Oklahoma State University (OK)
Southern College of Technology (GA)
Southern Illinois University at Carbondale (IL)
Southern Illinois University At Edwardsville (IL)
Southern Oregon State College (OR)
Southwest Missouri State University (MO)
Southwest State University (MN)
Southwest Texas State University (TX)
St. Cloud State University (MN)
State University College at Buffalo (NY)
State University College-Old Westbury (NY)
State University of New York College-Fredonia (NY)
State University of New York-Institute of Technology at Utica/Rome (NY)
Tennessee Technological University (TN)
Texas A & M University-Galveston Campus (TX)
Towson State University (MD)
Trenton State College (NJ)
University of Akron (OH)
University of Alabama-Huntsville (The) (AL)
University of Alaska Southeast (AK)
University of Central Oklahoma (OK)
University of Colorado at Denver (CO)
University of Houston-Clear Lake (TX)
University of Maine at Fort Kent (ME)
University of Maryland-Baltimore County (MD)
University of Massachusetts Dartmouth (MA)
University of Massachusetts Lowell (MA)
University of Minnesota Duluth (MN)
University of Missouri-St. Louis (MO)
University of Nebraska at Kearney (NE)
University of Nebraska at Omaha (NE)
University of North Carolina-Asheville (NC)
University of North Carolina-Charlotte (NC)
University of North Carolina-Greensboro (NC)
University of North Carolina-Wilmington (NC)
University of North Texas (TX)
University of Northern Colorado (CO)
University of Northern Iowa (IA)
University of Pittsburgh-Bradford (PA)
University of Pittsburgh-Johnstown (PA)
University of Puerto Rico-Humacao University College (PR)
University of South Alabama (AL)
University of South Carolina-Aiken (SC)
University of South Carolina Coastal Carolina College (SC)
University of South Carolina-Spartanburg (SC)
University of Southern Colorado (CO)
University of Southern Indiana (IN)
University of Southern Mississippi (MS)
University of Tennessee at Chattanooga (TN)
University of Tennessee at Martin (The) (TN)
University of Texas at San Antonio (TX)
University of Texas at Tyler (TX)
University of the District of Columbia (DC)
University of the Virgin Islands (VI)
University of Wisconsin-Eau Claire (WI)
University of Wisconsin-La Crosse (WI)
University of Wisconsin-Parkside (WI)
University of Wisconsin-Platteville (WI)
Valdosta State College (GA)

Participating Institutions (continued):

Valley City State University (ND)
Washburn University (KS)
Wayne State University (NE)
Weber State University (UT)
West Chester University (PA)
West Georgia College (GA)
Western Illinois University (IL)
Western Kentucky University (KY)
Western Michigan University (MI)
Western Oregon State College (OR)
Western Washington University (WA)
Wichita State University (The) (KS)
William Paterson College of New Jersey (NJ)
Winona State University (MN)
Winston-Salem State University (NC)
Worcester State College (MA)
Youngstown State University (OH)

Total Institutions: 188

APPENDIX C

CUPA Private Faculty Salary-Trend Studies: 1989-90 and 1992-93

Institutions Participating in Both Studies:

Abilene Christian University (TX)
Adelphi University (NY)
Adrian College (MI)
Agnes Scott College (GA)
Alaska Pacific University (AK)
Albertus Magnus College (CT)
Albion College (MI)
Alfred University (NY)
Allenton College of St. Francis de Sales (PA)
Alma College (MI)
Alvernia College (PA)
Alverno College (WI)
Amherst College (MA)
Anna Maria College (MA)
Aquinas College (MI)
Arkansas College (AR)
Asbury College (KY)
Ashland University (OH)
Assumption College (MA)
Augustana College (IL)
Aurora University (IL)
Avila College (MO)
Azusa Pacific University (CA)
Babson College (MA)
Baldwin-Wallace College (OH)
Barry University (FL)
Beaver College (PA)
Bellarmine College (KY)
Benedictine College (KS)
Bennett College (NC)
Bentley College (MA)
Berry College (GA)
Bethel College (IN)
Bethel College (MN)
Birmingham-Southern College (AL)
Bluefield College (VA)
Boston University (MA)
Bradford College (MA)
Bradley University (IL)
Brandeis University (MA)
Brenau University (GA)
Brescia College (KY)
Briar Cliff College (IA)
Bridgewater College (VA)
Bryn Mawr College (PA)
Bucknell University (PA)
Caldwell College (NJ)
Canisius College (NY)
Cardinal Stritch College (WI)
Caribbean University (PR)
Carlow College (PA)
Catawba College (NC)
Cedar Crest College (PA)
Centenary College of Louisiana (LA)
Central College (IA)
Central Wesleyan College (SC)
Christ College Irvine (CA)
Christian Brothers University (TN)
Clarke College (IA)
Coker College (SC)
Colby-Sawyer College (NH)
College of Mount Saint Vincent (NY)
College of Saint Mary (NE)
College of St. Catherine (MN)
College of St. Scholastica (MN)
College Misericordia (PA)
Concordia College (MN)
Concordia College (NY)
Concordia Teachers College (NE)
Cornell College (IA)
Covenant College (GA)
Creighton University (NE)
D'Youville College (NY)
Dakota Wesleyan University (SD)
Daniel Webster College (NH)
David Lipscomb University (TN)
Davidson College (NC)
DePaul University (IL)
Dickinson College (PA)
Doane College (NE)
Dominican College (NY)
Drake University (IA)
Drew University (NJ)
Drexel University (PA)
Drury College (MO)
Duquesne University (PA)
Eastern Mennonite College & Seminary (VA)
Eckerd College (FL)
Edgewood College (WI)
Elizabethtown College (PA)
Elmira College (NY)
Emerson College (MA)
Emory & Henry College (VA)
Eureka College (IL)

Participating Institutions (continued):

Fairfield University (CT)
Faith Baptist Bible College & Theological Seminary (IA)
Ferrum College (VA)
Franciscan University of Steubenville (OH)
Franklin and Marshall College (PA)
Franklin College (IN)
Franklin Pierce College (NH)
Furman University (SC)
George Washington University (DC)
Georgetown College (KY)
Georgetown University (DC)
Georgian Court College (NJ)
Gonzaga University (WA)
Gordon College (MA)
Goshen College (IN)
Grinnell College (IA)
Guilford College (NC)
GMI Engineering & Management Institute (MI)
Hampton University (VA)
Hastings College (NE)
Hebrew College (MA)
Heidelberg College (OH)
Hiram College (OH)
Hofstra University (NY)
Holy Family College (PA)
Holy Names College (CA)
Iona College (NY)
John Carroll University (OH)
Judson College (AL)
Juniata College (PA)
Kalamazoo College (MI)
Kenyon College (OH)
King's College (PA)
La Roche College (PA)
La Salle University (PA)
Lake Forest College (IL)
Lakeland College (WI)
Lebanon Valley College of Pennsylvania (PA)
Lenoir-Rhyne College (NC)
LeTourneau University (TX)
Lewis and Clark College (OR)
Lincoln Memorial University (TN)
Lindsey Wilson College (KY)
Linfield College (OR)
Loras College (IA)
Louisiana College (LA)
Loyola College in Maryland (MD)
Loyola University, New Orleans (LA)
Luther College (IA)
Lycoming College (PA)
Lynchburg College (VA)
Madonna University (MI)
Malone College (OH)
Manhattan Christian College (KS)
Manhattan College (NY)
Marian College of Fond du Lac (WI)
Marietta College (OH)
Marist College (NY)
Mars Hill College (NC)
Mary Baldwin College (VA)
Marymount College Tarrytown (NY)
Maryville University of St. Louis (MO)
Marywood College (PA)
Mercer University (GA)
Mercy College (NY)
Meredith College (NC)
Merrimack College (MA)
Milligan College (TN)
Millikin University (IL)
Mills College (CA)
Moravian College (PA)
Morris Brown College (GA)
Mount Mercy College (IA)
Mount Saint Mary's College (MD)
Mount St. Clare College (IA)
Mount Union College (OH)
Muhlenberg College (PA)
Muskingum College (OH)
Neumann College (PA)
New Hampshire College (NH)
North Central College (IL)
Northeastern University (MA)
Northland College (WI)
Northwestern College (IA)
Northwestern College (MN)
Norwich Univesrity (VT)
Notre Dame College (NH)
Notre Dame College of Ohio (OH)
Ohio Northern University (OH)
Ottawa University (KS)
Otterbein College (OH)
Ouachita Baptist University (AR)
Our Lady of Holy Cross College (LA)
Palm Beach Atlantic College (FL)
Pepperdine University (CA)
Philadelphia College of Textiles and Science (PA)
Piedmont College (GA)
Pikeville College (KY)
Point Park College (PA)
Presbyterian College (SC)
Principia College (IL)
Quincy College (IL)
Randolph-Macon College (VA)

Participating Institutions (continued):

Randolph-Macon Woman's College (VA)
Reed College (OR)
Regis College (MA)
Regis University (CO)
Rhodes College (TN)
Rider College (NJ)
Rivier College (NH)
Roanoke College (VA)
Rockford College (IL)
Rockhurst College (MO)
Rollins College (FL)
Rosary College (IL)
Rose-Hulman Institute of Technology (IN)
Sacred Heart University (CT)
Saint Bonaventure University (NY)
Saint Francis College (PA)
Saint Joseph College (CT)
Saint Joseph's College (IN)
Saint Mary's College (MI)
Saint Mary's College of California (CA)
Saint Mary's College of Minnesota (MN)
Saint Meinrad College (IN)
Saint Michael's College (VT)
Salem College (NC)
Salve Regina University (RI)
Santa Clara University (CA)
Seattle Pacific University (WA)
Seattle University (WA)
Seton Hill College (PA)
Shorter College (GA)
Simpson College (IA)
Skidmore College (NY)
Southern California College (CA)
Southern College of Seventh-Day Adventists (TN)
Southwestern Assemblies of God College (TX)
Spalding University (KY)
St. Ambrose University (IA)
St. Edward's University (TX)
St. John's University (MN)
St. Mary's University (TX)
St. Norbert College (WI)
Stillman College (AL)
Suffolk University (MA)
Susquehanna University (PA)
Tabor College (KS)
Taylor University (IN)
Texas Christian University (TX)
The American University (DC)
The Catholic University of America (DC)
The College of Saint Rose (NY)
The Defiance College (OH)
The Johns Hopkins University (MD)
The Sage Colleges, Russell Sage College (NY)
The University of Charleston (WV)
The University of Findley (OH)
The University of Tulsa (OK)
Thomas More College (KY)
Transylvania University (KY)
Trinity College (DC)
Trinity College of Vermont (VT)
Tufts University (MA)
Tusculum College (TN)
Union College (NE)
University of Central Texas (TX)
University of Dallas (TX)
University of Dayton (OH)
University of Denver (CO)
University of Dubuque (IA)
University of Evansville (IN)
University of La Verne (CA)
University of Miami (FL)
University of New England (ME)
University of New Haven (CT)
University of Portland (OR)
University of Richmond (VA)
University of Rio Grande (OH)
University of San Diego (CA)
Utica College of Syracuse University (NY)
Valparaiso University (IN)
Virginia Intermont College (VA)
Viterbo College (WI)
Walsh College (OH)
Washington And Jefferson College (PA)
Washington College (MA)
Waynesburg College (PA)
Western Baptist College (OR)
Western Maryland College (MD)
Western New England College (MA)
Westminster College (PA)
Westminster College of Salt Lake City (UT)
Wheeling Jesuit College, Inc. (WV)
Whitman College (WA)
Widener University (PA)
Wilkes University (PA)
William Jewell College (MD)
William Penn College (IA)
Wilmington College (OH)
Wingate College (NC)
Worcester Polytechnic Institute (MA)

Total Institutions: 297